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JAMES J. DAVIS, Secretary  
BUREAU OF LABOR STATISTICS  
ETHELBERT STEWART, Commissioner

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## Contents

Special articles:	Page
Progress in accident prevention, by Lewis A. De Blois, manager of safety and compensation division, E. I. du Pont de Nemours & Co., and president of National Safety Council, 1923-24.....	1-3
The Library of the United States Department of Labor, by Laura A. Thompson, librarian.....	3-8
Trade-union movement of Germany and its problems, by Fritz Kummer, editor of Metallarbeiter Zeitung, Stuttgart, Germany..	9-15
<b>Industrial relations and labor conditions:</b>	
Labor's ideals concerning management.....	16, 17
The worker's point of view.....	17-20
Conference on American relations with China.....	20-24
Activities of Personnel Research Federation, 1924-25.....	24, 25
Working conditions of painters in various countries.....	26, 27
British India—Mining conditions.....	27, 28
<b>Prices and cost of living:</b>	
Retail prices of food in the United States.....	29-49
Retail prices of bituminous coal in the United States.....	50
Index numbers of wholesale prices in January, 1926.....	51
Wholesale prices in the United States and in foreign countries, 1913 to December, 1925.....	51-53
Purchasing power of the dollar (wholesale prices), 1913 to 1925.....	54-64
<b>Wages and hours of labor:</b>	
A basic principle for determining wages—a trade-union viewpoint..	65, 66
Oregon, Washington, and Idaho—Wages in sawmills and logging camps, 1925.....	66-68
Australia—Wages and hours of labor, June 30, 1925.....	68, 69
Brazil—Wages and prices in Sao Paulo.....	69, 70
Great Britain—Changes in wage rates in 1925.....	70-72
<b>Women in industry:</b>	
Women's industrial conference, Washington, D. C.....	73-82
Dependents of woman workers.....	83, 84
Cuba—Decree relating to employment of women.....	84
<b>Child labor:</b>	
North Carolina—Child welfare and employment.....	85, 86
<b>Minimum wage:</b>	
Massachusetts—New minimum wage order for candy factories.....	87
Canada—Minimum wage law for male workers in British Columbia..	87, 88
<b>Labor agreements, awards, and decisions:</b>	
Agreements—	
Anthracite mining industry—Pennsylvania.....	89
Cloth hat, cap, and millinery workers—Chicago.....	90
Clothing industry—Cincinnati.....	90, 91
Electrical workers—Galveston, Tex.....	91
Leather workers—Chicago.....	92
Meat cutters—Westchester County, N. Y.....	92, 93
Retail clerks—Seattle.....	93
Sign and pictorial painters—St. Joseph, Mo.....	93, 94
Stereotypers and electrotypers—Springfield, Ohio.....	94

**Labor agreements, awards, and decisions—Continued.****Awards and decisions—**

	Page
Boot and shoe industry—Haverhill, Mass.....	94
Clothing industry—Baltimore.....	95
Railroads—Decisions of Railroad Labor Board.....	95-99
Street railways—Oakland, Calif.....	100-102

**Employment and unemployment:**

Employment in selected industries in January, 1926.....	103-114
Employment and earnings of railroad employees, December, 1924, and November and December, 1925.....	114, 115

**Recent employment statistics—****Public employment offices—**

Connecticut.....	116
Iowa.....	116
Massachusetts.....	116
Ohio.....	117
Oklahoma.....	117
Pennsylvania.....	117
Wisconsin.....	118

**State departments of labor—**

California.....	118, 119
Maryland.....	120
Massachusetts.....	121
New York.....	122
Oklahoma.....	123
Wisconsin.....	124, 125

**Industrial accidents and hygiene:**

Results of studies of hazards connected with use of tetraethyl lead gasoline.....	126-129
Importance of a "safety conscience" in accident prevention.....	129-131
Industrial safety.....	131-134
Industrial anthrax.....	134, 135
Study of health of old workers in an industrial plant.....	135, 136
Securing dependable workers through accident and health work.....	136, 137
Great Britain—Industrial poisons and diseases in factories.....	137-140

**Workmen's compensation and social insurance:**

Arizona compensation statute held constitutional.....	141
Massachusetts—Report of Commission on Old-age Pensions.....	141-143
Recent compensation reports—	
Pennsylvania.....	144, 145
United States.....	145-148
Germany—Social insurance, 1924-25.....	148-156

**Labor laws and court decisions:**

Deportation of expatriated American as alien.....	157
Ohio—Application of compensation statute to maritime cases by agree- ment.....	158, 159
Texas—	
Ignorance not excuse for erroneous election under compensation law.....	159, 160
Death benefit as vested interest passing under will.....	160, 161
Utah—Compensation rights of widow and after-discovered child of deceased husband.....	161
Italy—Law on labor representation.....	162-167
Venezuela—Labor provisions in new mining law.....	168

# CONTENTS

V

	<b>Welfare:</b>	<b>Page</b>
	Brazil—Employees' welfare work in a factory.....	169
	<b>Housing:</b>	
	Illinois—Living conditions of small-wage earners in Chicago.....	170-173
	<b>Workers' education and training:</b>	
	Apprenticeship provisions in building-trade agreements.....	174-177
	Canada—College for frontier workers.....	177, 178
	<b>Labor organizations and congresses:</b>	
	Australia—Labor organization, 1920 to 1924.....	179
	China—Some aspects of the labor movement.....	179, 180
	<b>Conciliation and arbitration:</b>	
	Conciliation work of the Department of Labor in January, 1926, by Hugh L. Kerwin, director of conciliation.....	181-183
	Activities of the Railroad Labor Board, 1920 to 1925.....	184
	<b>Immigration:</b>	
	Statistics of immigration for December, 1925, by J. J. Kunna, chief statistician, United States Bureau of Immigration.....	185-191
	Polish people in the United States: A selected bibliography, com- piled by Alice M. Kenton.....	192-198
	<b>Factory inspection:</b>	
	Minnesota.....	199
	<b>What State Labor bureaus are doing:</b>	
	California, Connecticut, Iowa, Maryland, Massachusetts, Minne- sota, New York, North Carolina, Ohio, Oklahoma, Pennsylvania, Wisconsin.....	200
	<b>Current notes of interest to labor:</b>	
	Results of guaranty of employment by one firm.....	201
	Denmark—Appointment of commission on codification of social legislation.....	201
	Guatemala—Creation of labor department.....	201
	Sweden—Creation of commission on unemployment.....	201
	<b>Publications relating to labor:</b>	
	Official—United States.....	202, 203
	Official—Foreign countries.....	203-205
	Unofficial.....	205-209





### This Issue in Brief

*Employment in manufacturing industries* in the United States was almost 1 per cent greater in January, 1926, than in the previous month and 4.5 per cent greater than in January, 1925. Page 103.

*Retail prices of food* decreased 0.8 per cent from December, 1925, to January, 1926, but increased 6.4 per cent during the preceding year. Page 29.

*Wholesale prices* showed practically no change from December to January, but decreased  $2\frac{1}{2}$  per cent during the year. Page 51.

*Changes in purchasing power of the dollar* (based on wholesale prices) are shown in detail from 1913 to December, 1925. The pre-war dollar has now a purchasing power of only 64 cents. Page 54.

*The new anthracite agreement* signed February 17, 1926, runs for five years. It provides for immediate resumption of work under the terms of the former agreement; reference of future wage discussions to a board of two members selected by the parties; and reference to the Board of Conciliation of questions of cooperation and efficiency. Page 89.

*Accidents can be eliminated*—not only those we always knew how to avoid but even those we have termed "unavoidable." The truly industrial accident does not have to occur, according to the former president of the National Safety Council. Page 1.

*Minimum wage decisions for women and girls in Massachusetts candy factories* establish \$13 per week as the minimum for those with a year's experience and \$9 for beginners. The former rates were \$12.50 and \$8.00 respectively. Page 87.

*A minimum wage act applying to all male workers* in the Province has been enacted by British Columbia. Page 87.

*Arbitration award in Oakland, Calif., street railway case* fixes a basic day of 8 hours, to be spread over not more than 13 hours, and increases the hourly wage from 58 to 75 cents for key division and from 56 to 70 cents for traction division. Page 100.

*That the use of ethyl gasoline as motor fuel* is not demonstrably injurious provided its distribution and use are controlled by proper regulations was the conclusion reached by the Public Health Service committee appointed to consider the subject. The laboratory of industrial hygiene at Columbia University, however, is of the opinion, after study, that there is a potential hazard in the use of such gasoline by the public without an educational campaign. Page 126.

*The outstanding features of the second women's industrial conference* held at Washington January 18 to 21 were a keen desire for authoritative data upon which to base a program of progressive improvement in working conditions for women and a growing realization of the difficulty of securing such data. A full account of the conference is given on page 73.



*Massachusetts Commission on Old-Age Pensions* found the need for assistance in old age unexpectedly great. The majority report recommended noncontributory pensions of not over \$1 per day per person of 70 or over whose property or income does not exceed a certain amount. It is estimated there would be approximately 18,000 beneficiaries and that the cost would be about \$5,500,000 per year. Minority report opposes the pension idea. Page 141.

*Guaranteed employment* for 48 weeks each year has so stabilized the labor force in a certain large firm that only 65 new persons a year must be hired to maintain a constant working personnel of 6,500. Page 201.

*A study of the health of elderly workers* in an industrial plant finds that in fairly large factories useful work can be found which men of 65 years of age can do without injury to themselves, to others, or to property. Page 135.

*Under the new labor representation law of Italy* only Fascist associations of employers and workers are recognized, but contributions to the respective associations must be made by all employees and workers. Strikes and lockouts are forbidden and arbitration courts set up by law. Page 162.

*Rates of wages in England in 1925* were at substantially the same levels as in 1924, the decreases being slightly larger than the increases. The industries mainly responsible for the decreases are coal mining, iron and steel, and transportation. Page 70.

*Social insurance in Germany*, after a period of great difficulty due to the currency inflation, etc., of the postwar years, is now being restored on a firm basis. An animated controversy is being carried on as to the limits of social insurance. The present system insures against sickness, accident, disability, and invalidity, and grants maternity and death benefits. Page 148.

# MONTHLY LABOR REVIEW

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## Progress in Accident Prevention <sup>1</sup>

By LEWIS A. DEBLOIS, MANAGER OF SAFETY AND COMPENSATION DIVISION,  
E. I. DU PONT DE NEMOURS & Co., AND PRESIDENT OF NATIONAL SAFETY  
COUNCIL, 1923-24

THERE are three methods by which accidents may be prevented: (1) Through protection, or what is commonly termed "guarding"; (2) through education, so that the hazard may be recognized and avoided; and (3) by elimination or reduction of the hazard itself.

The first method is quick, simple, and cheap, but its success rests entirely on a substructure of safety education. The purchase of 1,000 pairs of protective goggles for use in a foundry means nothing until the employees have been educated to wear them.

The third method, the correction of the hazard at its source, sometimes termed "engineering revision," is fundamentally sound but slow and expensive. It can not be effectuated except through education: Those in positions of executive authority must be educated in the value of accident prevention to the point of authorizing the necessary expenditures, and the engineering fraternity must be educated to the point of giving more thought to safety in planning and design.

The second method, safety education, then, is not merely one of the methods by which accidents may be prevented but is the very basis of all accident prevention. Without it no real progress can be expected, no matter what signs, slogans, and safety devices have been erected.

Safety education rests primarily upon the inculcation of a new point of view on accidents and the value of human life. It seeks to teach the individual that accidents do not "happen" but are caused, and that the causes are preventable. It tells him that prevention can not be accomplished solely by those in executive authority, that tacit approval of the safety movement gets no results, but that he must take an active part, individually and cooperatively. It strives to awaken his conscience to the national disgrace of an annual two billion dollar loss and to the agony and suffering which can never be entered in the ledger. But to do these things, safety education must break down the old concepts, mental attitudes, and habits of thought and action that are of racial origin and persistence. If accident prevention were a mere matter of physical changes in the working environment we would have been justified in expecting marked statistical indications of national progress years ago. But accident prevention is not that; it is essentially an educational movement requiring the establishment of a new point of view to be applied not

<sup>1</sup> Paper presented before a joint meeting of the American Association for Labor Legislation and the American Statistical Association, New York, Dec. 30, 1925.

only to our industrial activities but to every aspect of our lives. Who is there who can answer the question, "How long does it take to alter the fundamental viewpoint of a nation of 112,000,000 people?"

There are here to-day many better qualified to tell you whether accidents are increasing or decreasing. Whether the verdict is for or against, I should like you to keep the following points in mind:

(1) That 90 per cent of our population is white, but only 77 per cent is native and only 55 per cent is of native parentage.

(2) That in the 12 months ending June 30, 1924, we admitted 707,000 alien immigrants; 10,000 were absolutely illiterate.

(3) That only 0.5 of 1 per cent of our 196,000 manufacturing establishments are large enough to employ over 1,000 employees; 92 per cent employ less than 101 employees, but in these scattered and diverse factories there are 2,500,000 workers who must be reached.

(4) That industry is rapidly becoming mechanical, and with mechanical production and mass production the hazards become intrinsically more severe. We have no measure of these changes, but it is interesting to note that the value of stationary electric motors manufactured in this country jumped from \$58,000,000 in 1921 to \$84,000,000 in 1923, with no marked changes in exports.

(5) That the new employee is from two to five times as likely to be accidentally injured as the employee of longer service. With industrial prosperity more new employees are taken on and injury frequency increases.

(6) That prosperity engenders carelessness; employees are more amenable to education and control as the employment curve declines.

Speaking for the National Safety Council, I can say to you that statistical records of its various trade sections show favorable indications. In many instances frequency rates, severity rates, or both have been materially decreased. The members of these sections, however, usually represent but a small part of American industry and their accomplishments in accident prevention are not necessarily indicative of national progress.

In default of marked indications of national progress, where should we look for encouragement? It is natural to suppose that the favorable results of accident-prevention work would first manifest themselves in the experience of large corporations, because such corporations would have been the pioneers in accident prevention and would have carried the work further and with more liberal expenditure of funds than the smaller manufacturers. This has actually been the case, and when we examine the experience of such large corporations we find ample encouragement for belief in the ultimate efficacy of the safety movement. Not only have accident frequency and severity rates in such concerns been consistently lowered but phenomenal records have been made in the way of prolonged periods during which no "tabulatable" injury has occurred. Smaller plants have sometimes been able to run as long as three or four years with no accidents, while larger plants have gone without accidents for several consecutive months. The most striking record the author can cite is that of the Clark Thread Co. in Newark, N. J., with 4,800 to 5,000 employees, which operated 268 consecutive days without an accidental injury. This record is the equivalent of somewhat more than 1,300,000 man-days. If thread making seems to you rather safe work,



the Edgar Thomson Works of the Carnegie Steel Co. can be cited, with 414,000 man-days without accident, to its credit, or the Consolidated works of the Illinois Steel Co., with 444,400 man-days. In the explosives industry we have the Fuze works of the Du Pont Co., with 381,300 man-days and also the record of seven years with only one lost-time accident, costing \$18. Many other equally significant industrial no-accident records could be cited if time permitted.

These prolonged no-accident records are, to my mind, the most encouraging symptoms of real progress. Let it be understood that they are not "luck" and are achieved only after months and sometimes years of patient, plodding effort by pay-roll and salaried men alike; safety education must come first and then "the safety spirit" before the goal is reached. These records teach us the great salient truth: Accidents can be eliminated—not only those we always knew how to avoid but even those we have been pleased to term "unavoidable." If there exists any exception it is among the great natural catastrophes, such as earthquakes and tornadoes. The truly industrial accident does not have to occur! The safety enthusiasts conceived this truth and American industry has proved it.

The safety movement has not progressed faster toward fruition because the industrial executives, especially those of the medium-size and smaller companies, have not learned this lesson. They do not yet know that industrial accidents do not have to happen and do not realize that successful accident prevention yields larger dividends than almost any other industrial enterprise. They have been disposed, heretofore, to leave safety work largely to the foremen and to minor executives. This condition can not exist for long, and there is reason to believe that the progress of the safety movement will be far more rapid in the future than it has been in the past. In a few more years we may, perhaps, be justified in expecting its success to be clearly reflected in National and State industrial accident statistics, providing, of course, we have at that time statistical information from which we can draw reasonable conclusions.

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## The Library of the United States Department of Labor

By LAURA A. THOMPSON, LIBRARIAN OF THE DEPARTMENT OF LABOR

**T**HE Library of the United States Department of Labor has as its legislative basis a provision in the organic act of the department of March 4, 1913, which states that the Secretary of Labor shall have charge of the library and "shall be allowed to expend for periodicals and the purposes of the library \* \* \* such sums as Congress may provide from time to time." It was not, however, until May, 1917, when the department was moved into its present quarters, that the order was issued consolidating the libraries of the Bureau of Labor Statistics and the Children's Bureau to form the nucleus of a departmental service.

But while the year 1917 thus marks the beginning of the present library organization the collection itself had its origin very much farther back. By act of Congress, approved June 27, 1884, a Bureau

of Labor was established in the Department of the Interior with duties defined as follows: "The Commissioner shall collect information upon the subject of labor, its relation to capital, the hours of labor, and the earnings of laboring men and women, and the means of promoting their material, social, intellectual, and moral prosperity." This work soon necessitated a library, and in the sundry civil appropriations act of August 4, 1886, is to be found an item of \$500 "for books, periodicals, and newspapers for the library of the Bureau of Labor." In 1888 the bureau was given an independent status as the Department of Labor (without Cabinet representation), the act specifying, in addition to the earlier description of duties, that the department was "to acquire and diffuse among the people of the United States useful information on subjects connected with labor, in the most general and comprehensive sense of that word." Changed back to a Bureau of Labor in 1903 upon the organization of the Department of Commerce and Labor, it operated under that department until 1913 when it was transferred, with change of name to Bureau of Labor Statistics, to the present Department of Labor.

Throughout all these changes the library of the bureau had been growing. In the early years it consisted of a very miscellaneous collection of books including, besides Government documents of all kinds, labor and statistical reports, and books on economics and social science, also history, biography, travel, and even fiction and poetry.<sup>1</sup> In 1903 it was found desirable to reduce the library by discarding certain classes of books. An early report records that at that time 950 volumes of fiction were transferred to the Public Library and to the Library of Congress, and that general literature and poetry were discarded soon after. In the process of reclassification and recataloguing which followed in the succeeding years all other books not bearing on labor and economic questions were eliminated and the limits set by the field of work of the organization were thereafter rigidly observed. By an increase in its annual appropriation for books and periodicals and by interchange with other governmental bodies, trade-unions, employers' associations, and private research organizations in the United States and foreign countries, a library was built up in the bureau which was generally considered to be one of the best labor libraries in existence. At the time of its transfer to the department this collection included about 35,000 books and pamphlets.

The Children's Bureau also made a valuable contribution to the new department library. The field of work of this bureau was defined in its organic act of April 9, 1912 as follows:

The said bureau shall investigate and report \* \* \* upon all matters pertaining to the welfare of children and child life among all classes of our people, and shall especially investigate the questions of infant mortality, the birth rate, orphanage, juvenile courts, desertion, dangerous occupations, accidents, and diseases of children, employment, legislation affecting children in the several States and Territories.

In her first annual report Miss Lathrop, then head of the Children's Bureau, wrote that from the beginning it was evident that if the bureau was to become a reservoir of information "upon all matters

<sup>1</sup>This situation was not peculiar to the library of the Bureau of Labor for during these years Washington had no public library. The act creating the Public Library of the District of Columbia was approved June 3, 1896, but no appropriation was made for opening until 1898.



pertaining to children and child life," it must create a library of distinctive type for its own use and that of the public, a library to be composed of the most authoritative current literature on child welfare and to include publications from all parts of the civilized world where significant work was going on. Such a library was immediately begun. The first efforts were directed toward securing a record of what the States and cities and voluntary associations in the United States were doing for children; then through the aid of the Consular Service as well as by direct correspondence the collection of foreign material was begun. The library which resulted from five years of effort was already one of outstanding importance. There was at that time no other library in the United States devoted entirely to child welfare.

These then were the two libraries which were merged in 1917 into the new department library. Both had been developed to meet basic needs of the research work of the organizations of which they were a part. The problem of the new library was that of continuing to meet the needs of these research bureaus—both with enlarging fields of activities—while expanding its service to cover the other offices of the department. These consisted, in addition to the administrative offices of the Secretary, of the Bureaus of Immigration and Naturalization and of the Division of Conciliation organized under the provision of the law creating the department which empowered the Secretary of Labor "to act as mediator and to appoint commissioners of conciliation in labor disputes whenever in his judgment the interests of industrial peace may require it."

The difficulty of the task of adjustment was tremendously increased by the fact that the removal of the libraries, the unification of the classification and the catalogues, and the expansion of the service practically coincided with the entrance of the United States into the World War. The new library was suddenly called on to serve in addition to the permanent bureaus, a large number of war-emergency services. Around the Secretary of Labor as war labor administrator were organized the National War Labor Board, the War Labor Policies Board, the Employment Service, Information and Education Service, the Bureau of Industrial Housing and Transportation and United States Housing Corporation, the Investigation and Inspection Service, Working Conditions Service, Women in Industry Service, Training Service, and the Division of Negro Economics. All of these made demands on the library, as did also other war boards, committees of the Council of National Defense, and other organizations whose problems touched on labor and child welfare. Material gathered in the past for one purpose was found to be useful for another, as, for example, trade proficiency standards of labor unions were of value in the working out of trade tests for the Army and studies on the training of crippled children and the trades suitable for them to enter became of interest in the rehabilitation of the war's disabled.

Three of these war labor services have been continued—the Employment Service with its junior division which is especially concerned with juvenile guidance and placement problems, the Bureau of Industrial Housing, and the Women in Industry Service which was established as the Women's Bureau on a permanent basis by act

of Congress approved June 5, 1920, with authority "to investigate and report upon all matters pertaining to the welfare of women in industry." The act further states that it shall be the duty of the Women's Bureau "to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment."

The various steps in the development of the department have been enumerated because they also explain the development of the library which has grown in relation to the enlarged demands upon it. The scope of the collection is now practically the whole field of social welfare. The special subjects covered range from individual and community care of mothers and young children, the special needs of dependent and delinquent children and of those physically or mentally handicapped, the social causes of infant and maternal mortality, legislation protecting child life, the problems connected with the entrance of children and young persons into industry, through all the subjects connected with the conditions of work and life of adult workers, both men and women, hours of labor, wages, cost and standards of living, labor and employers' organizations, industrial accidents and hygiene, unemployment, social insurance, strikes and lockouts, industrial arbitration, labor legislation, housing, welfare institutions, profit sharing, cooperation, employment management, industrial efficiency, the problems of immigration and naturalization, the treatment of special racial groups, and many other subjects.

The growth of the library during the last eight years has been very rapid. In spite of the constant weeding out of material no longer needed the collection has more than doubled. It now includes about 105,000 books and pamphlets besides considerable arrears of uncatalogued material, including the collection of housing material transferred from the Housing Corporation. In addition several thousand small pamphlets, circulars, clipped periodical articles, and mimeographed reports are arranged in filing cabinets by subjects. The library maintains also a subject file of bills introduced into Congress on subjects of interest in the work of the different bureaus. The collection is a carefully selected one, since it is the policy of the library to add to its permanent collection only material strictly pertinent to the field of work of the department. Many other publications in outlying fields are received and made use of in connection with particular investigations, but they are then discarded and never go into the count of the library. Because of the limited space it is possible to keep permanently comparatively few second copies of even important reports. The very limited book fund also prevents the purchase of additional copies even of publications wanted by more than one bureau at the same time. This explains why the library has frequently declined to lend publications, particularly outside of Washington, though this has been done in connection with important State investigations, or photostat copies of the material have been arranged for.

Of very great value is the library's almost complete file of State labor, factory, and mine inspection reports and of the reports of labor departments of the principal industrial countries of the world. Especially valuable also are the files of publications of labor organi-



zations, both American and foreign. A recent count of the reports, convention proceedings, and journals of American trade-unions showed 9,344 of these publications in the library. A special effort is being made to make this file as complete as possible. The library is particularly rich also in the reports of special investigations which take so much time and effort to collect and which are therefore not usually to be found in more general collections. These give the results of studies made by both official and private organizations on a wide variety of problems connected with labor and child welfare.

Over 1,800 periodicals are currently received in the library including 283 official labor, statistical, and social welfare journals from 46 countries. During the fiscal year ended June 30, 1925, separate numbers of journals received totaled about 45,000. The list of periodicals includes the principal economic, statistical, labor and child welfare journals published in the United States and foreign countries; journals dealing with special subjects such as industrial hygiene, industrial psychology, accident prevention, welfare work, cooperation, personnel research, workers' education, vocational guidance, care of blind and crippled children, recreation, and many other subjects; journals of American and foreign trade-unions and employers' associations; labor papers; monthly bulletins of State labor, health, and charity departments; and trade and price journals. The latter, needed for the current price statistics of the Bureau of Labor Statistics, are kept only temporarily. These journals, as they are checked in, are routed to the specialists in the different bureaus who may be interested in the subject matter of the particular journal.

The catalogue of the library, including over a quarter of a million cards, deserves especial mention. While yet not a complete index to the library's resources, it already constitutes an extensive bibliography in the social and economic sciences. Here are listed under detailed headings reports on as widely ranging subjects as the care of the baby, problems of child training, maternal and infant welfare work in various countries, the relation of housing to rickets, juvenile courts, family allowances, labor turnover, cost of living in particular localities, use of injunctions in labor disputes, trade agreements, industrial pensions, business cycles, and unemployment.

In general, the classification and the subject headings used and the cataloguing rules followed are those of the Library of Congress. But the classification schedules have been modified or expanded to meet the special needs of the collection. In the cataloguing too, more detailed subject headings have been found necessary, and particularly new subjects to meet the changes in the terminology of the literature of economics. The library of the Department of Labor has for some time regularly furnished "copy" to the Library of Congress for printed catalogue cards for all of the publications of the department, for the publications also of the International Labor Office, and for other important new accessions.

Closely related to the analysis of material in cataloguing is the reference and bibliographical work of the library. During the war this was necessarily limited to the preparation of current digests and summaries of significant reports received which were circulated to the various officials of the department. Bibliographical assistance also was constantly given in connection with the many new and often elusive

subjects on which particular investigators were working. Material for a bibliography dealing with the problems of reconstruction was, however, being collected and it was possible to issue this in mimeographed form shortly after the armistice. Both this and the supplementary list issued a few months later were extensively used. Other bibliographies were later prepared in connection with special events like the President's Industrial Conference and the Conference on Unemployment or because of the immediate importance of the subject covered. A number of bibliographies are at present under way but the work on these goes haltingly because of the small amount of assistance available. The following is a list of the longer bibliographies prepared by the library:

- Reconstruction: A preliminary bibliography. 1918. 57 pp. (Mimeographed.)
- Reconstruction: Supplementary list of references. 1919. 52 pp. (Mimeographed.)
- List of references on "mothers' pensions." 1919. (*In U. S. Children's Bureau Publication No. 63*, pp. 267-316.)
- Recent literature on collective bargaining. 1919. 9 pp. (Mimeographed.)
- Hours of work in relation to output. 1920. 13 pp. (Mimeographed.)
- Recent literature on unemployment, with particular reference to causes and remedies. 1921. 35 pp. (Mimeographed.)
- Workers' education: A list of references. (*In MONTHLY LABOR REVIEW*, June, 1922, pp. 181-198.)
- Profit sharing and labor copartnership. (*In MONTHLY LABOR REVIEW*, April, 1923, pp. 167-179.)
- Recent references on adult workers' education. (*In MONTHLY LABOR REVIEW*, September, 1924, pp. 190-203.)
- List of references on the Kansas Court of Industrial Relations. (*In U. S. Bureau of Labor Statistics Bulletin No. 322*, pp. 39-51.)
- Labor banks in the United States. (*In Library Journal*, March 15, 1924, pp. 281-283.)
- Federal control of child labor. (*In MONTHLY LABOR REVIEW*, January, 1925, pp. 71-101.)
- Recent references on convict labor. (*In MONTHLY LABOR REVIEW*, October, 1925, pp. 181-200.)
- Children in street trades in the United States. (*In MONTHLY LABOR REVIEW*, December, 1925, pp. 81-92.)
- List of references on minimum wage for women in the United States and Canada. 42 pp. (*U. S. Women's Bureau Bulletin No. 42*.)
- References on child labor and minors in industry, 1916-1924. 153 pp. (*U. S. Children's Bureau Publication No. 147*.)

The library of the Department of Labor while organized primarily to aid its own research work is also freely open as a reference library to all students and investigators of social problems, and is, in fact, extensively used by other Government agencies, by private research organizations, and by individual students, some of whom have come from a considerable distance to make use of its unique resources. The library serves also as a sort of information bureau for the department in answering inquiries for information by phone or letter. An enumeration of only a few of the subjects on which the library has recently been called upon for information will show the range of these inquiries: Employee stock ownership plans in the United States, Government grants for infant welfare work in Great Britain, Trade-union organization among women in Germany, Wages in the pottery industry in various foreign countries, Registration of dock laborers abroad, Absenteeism in industry, Effects of night labor, Fatigue among clerical workers, Number of labor banks in the United States and their resources.



## Trade-Union Movement of Germany and its Problems

By FRITZ KUMMER, EDITOR OF METALLARBEITER-ZEITUNG, STUTTGART, GERMANY

### Condition of the Trade-Unions after the War

THE recent trade-union congress held at Breslau during the first week of September, 1925,<sup>1</sup> was living proof of the return to moral soundness and internal stability and of a renewed growth of the German trade-union movement. Since the armistice the movement has passed through stirring times. At the end of the war, when the monarchy was overthrown and the old ruling class had disappeared; when millions of soldiers returned to Germany discontented, disappointed, and enraged; when in the interior the old order was in the process of dissolution; at that time the trade-union movement remained the only steadfast support. The agitated masses had confidence in the trade-unions which were arranging for the housing and employment of the millions of returning soldiers, and which maintained order and gave strength and officials to the new republican government. The employer class which had always strenuously combated the trade-unions and refused them recognition now sought aid from them. Employers and trade-unions concluded an armistice which resulted in an agreement stipulating an eight-hour working-day, recognition of the unions, etc. A joint council (*Arbeitsgemeinschaft*) of employers and organized workers was created for the maintenance of order and the reconstruction of the German economic system. It has frequently and rightly been asserted that it was chiefly due to this joint council that the German economic system did not perish entirely.

This domestic armistice was, however, of short duration, for as the danger of civil war grew less, the employers began to find the agreement with the trade-unions a hindrance. Monarchistic plots began to ripen and an increasing proportion of the bourgeoisie and professional men voted for the reactionary candidates in the hope that a change in the government or system would remove the injurious aftereffects of the war. Thus a reactionary movement arose in the political as well as in the economic field, which endangered the republic, democracy, and the achievements of the trade-unions. Still there was no cause for apprehension, for the trade-unions had preserved their numerical strength and their unbroken front and therefore were strong enough to avert danger.

This situation, however, changed upon the occupation of the Ruhr district by the French Army, for through the occupation of the Ruhr district German industry lost its most important district producing raw materials. Coal and iron had to be imported increasingly from abroad; many factories had to close their doors owing to lack of cheap raw materials or of sales. The millions of workers of the Ruhr district as well as the many unemployed in the nonoccupied territory of Germany lived on the meager government doles. An economic crisis set in such as neither Germany nor any other country had ever gone through. Economic distress and depreciation of the currency contributed to make the situation still worse. How

<sup>1</sup> A detailed account of this congress and the action taken by it were given in the January, 1926, issue of the MONTHLY LABOR REVIEW, pp. 245-247.



the crisis grew gradually more acute can be seen from the unemployment statistics. In July, 1923, 3.5 per cent of the trade-union members were unemployed, in August 6.3 per cent, in September 9.9 per cent, in October 19.1 per cent, and in November 23.4 per cent. These figures, however, do not express the full extent of unemployment. In addition to the totally unemployed there must also be considered the short-time workers. In November, 50.4 per cent of the union members worked short time. Thus only 26.2 per cent of the membership worked full time. The development of the crisis may be seen even more plainly by following the gradual depreciation of the currency. At the time of the occupation of the Ruhr district (at the beginning of 1923) the dollar was quoted at 20,000 marks, in the first days of August at 1 million marks, and in November at 1 trillion marks. At each depreciation of the currency, which at first took place every two weeks, then each week, and finally every day, wages had to be increased in every trade and in every factory, and a new wage agreement had to be concluded. Trade-union officers were busy day and night with wage negotiations and the conclusion of agreements, and this at a time when their full attention should have been given to the training of millions of new members. In the mad race of wages and prices the former lagged more and more behind the latter; the real wages of workers fell continuously. In October, 1923, the real weekly wage of skilled workers had fallen to about 4 gold marks. Within one year the German workers became millionaires, billionaires, and trillionaires, but had not enough money to buy bread.

The trade-unions were seriously affected by the general distress. Because of the general state of unemployment they lost large numbers of contributing members and on the other hand had to disburse steadily increasing sums for unemployment relief. The depreciation of the currency worked them still greater injury. They had always attempted to adjust the membership dues to the depreciation of the mark, but only a small part of the loss caused by the depreciation could be made up in this manner. Before the dues paid were delivered to the main treasury of the organization they had become nearly worthless, and sometimes not even worth being counted. On the way from the shop to the main office of the union the dues depreciated to such an extent that they hardly sufficed to cover the costs of administration.

To add to this, dissension among the rank and file set in, due chiefly to propaganda by the communists. Millions of workers did not come into the organization until after the armistice. They were induced to join by the false belief that by paying dues a few times they could secure for themselves good wages and a steady job. They knew little or nothing of the higher aims of the trade-unions and of the limitations of their power and means, and many of the young and inexperienced members, being disappointed when their illusions were not realized, left the ranks of the unions in masses and flocked to communist propagandists who promised them radical improvements in their condition. Also, the struggle of the factions within the movement seriously injured the standing of the trade-unions. Nearly every trade-union meeting witnessed violent altercations, which gave rise to doubt in the minds of many members as to whether there

was any use in being organized. They left the organization for good or kept aloof from its meetings. The absence of these members paved the way for a communist majority in the meetings of locals, in many of which they obtained leadership. Where this aim could not be achieved they formed trade-unions of their own. The splitting of the German trade-union movement represents, however, their only success. Nobody dares to assert that these organizations have been of any use to the working class. Most of them have been dissolved or continue their existence as secret societies. All that survives of these organizations is the perception that they have seriously injured the trade-union movement. The communist majorities in the locals have also disappeared.

The workers had to pay dearly for the numerical, financial, and spiritual weakening of the trade-unions, for the employers not only no longer showed any interest in the industrial joint council, but even began to attack the provisions guaranteed by law or agreements. In December, 1923, the employers succeeded in obtaining from the Government a decree which permitted the extension of the daily hours of labor beyond eight hours. As was to be expected, the employers made liberal use of this permission. In many industries and factories they succeeded in prolonging the daily hours of labor to 9, 10, 11, and 12 hours. Only in those trades which were relatively strongly organized was it possible to maintain or quickly regain the 8-hour day.

The following figures of membership of the German Federation of Labor since its foundation reflect the great events which have affected the German trade-union movement:

Membership		Membership	
1892-----	237, 000	1919-----	5, 479, 000
1902-----	733, 000	1920-----	7, 890, 000
1913-----	2, 573, 000	1922-----	7, 895, 000
1914-----	2, 075, 000	1923-----	7, 063, 000
1916-----	966, 000	1924-----	4, 564, 000
1918-----	1, 664, 000		

Although the membership in 1924 had decreased by 2,499,000 as compared with 1923, it was still greater by 1,991,000, or 77 per cent, than in 1913, the last year before the outbreak of the war. Many symptoms indicate that the retrograde movement, which continued during the first half of 1925, has now come to a standstill. This is proof that the trade-union movement has recovered from the terrible effects of the inflation, the crisis, and the boring from within by communists and is on the way to greater financial, numerical, and spiritual strength. This increase of strength manifests itself through numerous successful wage struggles, the regaining in many instances of the 8-hour day, and the replenishing of the trade-union treasuries which had been nearly emptied by the inflation.<sup>2</sup>

#### Craft v. Industrial Organization

ONLY two communist delegates were present at the 1925 trade-union congress at Breslau. Owing to this nearly complete absence of the communists there was no longer any cause for heated

<sup>2</sup> For statistics of membership of the General Federation and its constituent federations in 1924, see MONTHLY LABOR REVIEW, November, 1925, pp. 240-242.



debates over matters which had little or nothing to do with trade-union policies. Thus all the necessary preconditions existed for a cool-headed and pertinent discussion of the problems before the congress, and cool-headedness and pertinence were greatly needed by this congress.

One of the matters before the congress was the old controversial question, which has been debated in Germany for over 30 years, whether the General Federation of Labor should be organized on the basis of crafts or of industries. When the matter has come up for discussion previously it has been compromised, thereby merely deferring its solution. It is true that since 1892 the number of national federations has decreased from 62 to 41, and it is certain that in the near future this number will decrease further. But this process of amalgamation is too slow to suit the advocates of industrial unionism, who demand that there shall be only one organization in each industry.

The last congress (1922 at Leipzig) had passed a resolution that a proposal providing for organization on an industrial basis should be drafted for submission to the congress at Breslau, and a committee was appointed for this purpose. Various difficulties developed, however, such as the difficulty of deciding, in many cases, to which of two industrial federations certain occupations should belong. But a still greater difficulty lay in the fact that one can not by a mere resolution force fellow workers who have belonged for decades to one union to quit this union and join another in which they feel themselves strangers, for there would be the danger that these workers would be entirely lost to the trade-union movement.

The pros and cons of this plan had been discussed for months with increasing heat. Each side insisted on its point of view, and the prospects for a compromise were hopeless. The minority of the federations, which, however, commanded a majority of the total membership, was for the plan, and the majority of the federations, with a minority of the membership, was against it. Since such weighty questions are decided by a vote of the members, there was a possibility of the adoption of the plan by the congress, and the opponents of the plan threatened to withdraw from the General Federation of Labor rather than be forced into a form of organization of which they did not approve. Although this threat was not taken too seriously, it created a rather critical situation, and the directorate of the General Federation thought it best to attempt a reconciliation of the diverging views by a resolution, to which all but two of the constituent federations were finally won, urging voluntary amalgamation of the federations along industrial lines. Thus the long-disputed problem has once more been dismissed but not solved. The proposal adopted is, however, sure to promote the solution of the problem, if all parties do their share in carrying out its provisions.

This latest attempt to solve this old controversial problem has plainly demonstrated that in practice such a solution is much more difficult than has generally been assumed. Tradition, peculiarities of individual crafts, attachment to the old organization, and other circumstances hinder its solution. This fact can not be changed by any resolution of a congress but only by gradual development.

## National Social Economy and the Trade-Unions

**T**HE German trade-union movement is endeavoring to strengthen its influence upon the national social economy. This effort is based on theoretical considerations and practical needs, and above all on the fact that though the trade-unions succeeded in obtaining wage increases of 50 per cent and over after wages had fallen far below the pre-war level because of inflation these increases were largely offset by the rise in prices. As a rule, the wage increase was granted long after prices had risen and the increase had to go to meet the increased cost of living, so that although the worker received higher money wages his real earnings had increased little or not at all. The German employer class is very powerful politically and well organized in price cartels, syndicates, and similar organizations, and thus has been able to add its increased expenditure for wages, taxes, etc., to the prices, i. e., to shift them upon the consumers. And in order that foreign competition may not act as a regulator of prices or lower prices they have used their political power to protect themselves with a high tariff which has resulted in giving them a monopoly of the German market and in enabling them to keep prices at a high level. If the trade-unions desire that the wage increases obtained by great effort and struggle shall bring not merely price increases but an actual improvement in the situation of the workers, they must make themselves powerful enough to influence the determination of prices, or, in other words, to influence the production and the distribution of goods.

The constitution of the German Republic recognizes the right of the trade-unions to take part, with equal rights and in cooperation with the employers, in the economic development of the productive forces. In order to make this cooperation possible and successful, there were planned legal bodies for all shops, industries, and districts, headed by an economic parliament which was to discuss and decide all general economic problems. This plan has, however, not been carried out completely. As the political power of the working classes declined the stimulus for carrying out this plan also declined, and only the initial stages of the plan were carried out. Only the bottom and the top of this economic organism were created, namely, the works councils and the National Economic Council, and even these need further development. To be sure, works councils, i. e., a representative body of the workers, must now be elected in every shop and office, but their powers are not sufficiently broad. The National Economic Council, on the other hand, has only a provisional character. The connecting link between the bottom and the top, i. e., the district economic councils, is still missing, so that one can not speak of any effective cooperation such as is provided for in the constitution. In any case no means is provided through which the trade-unions could, jointly with the employers, promote and influence the national social economy.

What has been briefly said here about German national social economy and the German trade-unions was discussed at some length at the congress by various delegates. The problem as to how the share in the management of industry promised to the trade-unions in the constitution can be obtained and as to what means are to be



used to increase their influence upon the fixing of prices and the national social economy was also discussed. The two days' discussion terminated with the adoption of a resolution embodying the views of the congress. Most of the clauses of this resolution contain nothing new, with the exception of the fourth and fifth, one of which demands more extended ownership and operation by the State of public utilities and the other a more energetic support of cooperative societies and of their factories.

Of the 11 clauses of the resolution, only the 6 most important are reproduced below:

The congress demands of the Federal Government, the States, and communes—

(1) Full recognition of the trade-unions, which as representatives of the working forces within the national economy shall with equal rights with the employers take part in the economic development and in the management of industry in accordance with article 165 of the German constitution.

(2) Earliest possible reorganization of the Provisional Economic Council into a real and organically constructed economic parliament; speedy creation of district economic councils in accordance with article 165 of the German constitution.

(3) Facilitation of attendance by workers at higher institutions of learning and of their participation in scientific economic research work, especially in investigations of the causes of economic crises.

(4) Maintenance and increase of public utilities owned and operated by the National and State Governments and by the communes; systematic increase of the provision of the population with the necessities of life with the aid of such public services operated without profit.

(5) Systematic support of consumers' cooperative societies, especially of the promotion of production by such societies.

(6) Increase of the right of works councils to share in the management of industry.

The fifth clause of this resolution recurred, though in somewhat different form, in other resolutions, the congress having concerned itself at various times with the subject of cooperative societies. There exist in Germany thousands of cooperative societies of organized workers for the distribution and production of commodities, the building of cheap dwellings, life insurance, and, finally, the labor bank. All of these cooperative societies are financed and promoted chiefly by the trade-union movement. The great role played by these societies in cheapening of the cost of living—i. e., in raising the real income of the worker—has, however, not been fully recognized until very recently. To-day, the optimists see in the cooperative societies the basis for a general social economic order in contrast to the existing private capitalistic order. For all these reasons the congress considered very thoroughly the problem of cooperative societies and summed up the results of the discussion in the resolutions passed. Only one of these resolutions is reproduced here, namely that expressing the view of the congress on the value of cooperative societies for the worker and recognizing the enormous development of the German cooperative movement. The text of this resolution is as follows:

The trade-union struggle for the most favorable working conditions and the improvement of the standard of living of the workers receives valuable aid from the cooperative consumers' societies. It is the aim of these societies to distribute good, unadulterated, and full-weight commodities at moderate prices. The surplus resulting from their operation does not enrich any private entrepreneur, but is being used for strengthening the societies and, in part, is refunded to the members.



The wholesale society operates to-day 12 central warehouses and about 30 factories for the manufacture of goods, which may be bought in all the stores of the consumers' societies \* \* \*. The life insurance company "Volksfürsorge" and its sister organization, the fire insurance company "Selbsthilfe," are joint creations of the cooperative consumers' societies and the trade-unions. All these enterprises are owned by the members.

The congress requests all trade-union members and their wives earnestly to promote these consumers' cooperative societies and these insurance institutes.

Mr. Green stated in his paper that "Labor realizes that the success of management means the success of labor. For that reason labor is willing to make its contribution to assist management and to bring about the right solution of problems dealt with by management." After briefly mentioning some of the more outstanding of these problems, he said that in looking upon the ideals of labor concerning management he recognized that other companies are being superseded by more progressive ones. The relations between labor and management have changed and are still changing. Labor's attitude towards industry and industrial processes is being revised and readjusted.

Management is understanding more and more that economic production can be brought about through the cooperation of labor and the establishment of its standards rather than through the exercise of control and exploitation. Labor is understanding more and more that high wages and better conditions of employment can be brought about through industry in the promotion of efficiency and the elimination of waste. It is becoming more clearly understood that high wages and a high standard of living in industry are correlated and the industry that is best managed, most economically run, and where workmanship of the highest order under satisfactory conditions is maintained, is the industry that can pay the highest wages.

Labor's more thoughtful spokesmen do not express its ideals of management to be realized at once, yet the practical character of these ideals with their material and spiritual implications will help the workers to try to reach their goal.

An outstanding labor ideal is the development of cordial relations between the workers and management. The workers believe that through understanding and cooperation the best interests of all those associated with industry can be served.

They hope that when considering policies management may endeavor to understand not what it might oblige the workers to accept but what the workers may be "compelled and willing to do." Such an understanding can modify all industry's associated productive powers into a constant economic agent for making for the greatest economy in production. Through the development of a cooperative spirit and the establishment and maintenance of a frank relationship the rewards of the efforts of all those associated with industry can be equitably distributed.

It is also one of labor's ideals that management shall manage people that will provide high standards of living for the workers as such standards would be of advantage to both employers and workers.

## INDUSTRIAL RELATIONS AND LABOR CONDITIONS

### Labor's Ideals Concerning Management<sup>1</sup>

THE Taylor Society took up for discussion at its December, 1925, meeting a paper by William Green, president of the American Federation of Labor, on "Labor's ideals concerning management."

Mr. Green stated in his paper that "Labor realizes that the success of management means the success of labor. For that reason labor is willing to make its contribution to assist management and to bring about the right solution of problems dealt with by management." After briefly mentioning some of the more outstanding of these problems, he said that in touching upon the ideals of labor concerning management he recognized that older concepts are being superseded by more progressive views. The relations between labor and management have changed and are still changing. Labor's mental attitude toward industry and industrial processes is being revised and readjusted.

Management is understanding more and more that economies in production can be brought about through the cooperation of labor and the establishment of high standards rather than through the autocratic control and exploitation of labor. Labor is understanding more and more that high wages and tolerable conditions of employment can be brought about through excellency in service, the promotion of efficiency, and the elimination of waste. It is becoming more clearly understood that high wages and a high standard of efficiency in industry are correlated and the industry that is best managed, most economically controlled, where workmanship of the highest order under satisfactory conditions is maintained, is the industry that can pay the highest wages.

Labor's more thoughtful spokesmen do not expect its ideals of management to be realized at once, yet the practical character of these ideals with their material and spiritual potentialities will impel the workers to try to reach their goal.

An outstanding labor ideal "is the development of cordial relations between the workers and management. The workers believe that through understanding and cooperation the best interests of all those associated with industry can be served."

They hope that when considering policies management may endeavor to understand not what it might oblige the workers to accomplish but what the workers may be "competent and willing to do." Such an understanding can mobilize all industry's associated productive powers into a constant, economic, urgent force making for the greatest economy in production. "Through the development of a cooperative spirit and the establishment and maintenance of a frank relationship the rewards of the efforts of all those associated with industry can be equitably distributed."

It is also one of labor's ideals that management shall pursue policies that will provide high standards of living for the workers, as such standards would be of advantage to both employers and workers.

<sup>1</sup> Bulletin of the Taylor Society, New York, December, 1925, pp. 241-253.

In the discussion that followed Mr. Green's paper, John A. Fitch, director of industrial courses, New York School of Social Work, said: "If the word is ever to be spoken that will have the power to bring order out of our present chaos of misunderstanding and maladjustment, it will be uttered neither in the legislature nor in the cloister, but in the workshop."

Sanford Thompson, president, The Thompson & Lichtner Co., management, research, and construction engineers, suggested that the little Yankee word "guess" played a leading part in business to-day—that piece rates were fixed, wages adjusted, and policies determined in a haphazard way. He also declared that if the millions of dollars and the effort expended annually by both employers and workers in labor controversies were utilized for constructive purposes, it would be very beneficial to industry as a whole and especially to the workers themselves.

With reference to company unions, Morris L. Cooke, consulting engineer, said:

I understand their very distinct limitations and detect back of many such plans shortsighted and even highly improper motives. But it is also true that they frequently are sincere efforts toward a more enlightened industry and usually are training stations in cooperation. Perhaps some day labor unions may feel strong enough to permit experimental union plants where promising principles and practices may be tried out under friendly and dependable auspices.

He stressed the fact that while the technique of industrial strife is fully developed, the first few principles of cooperative effort in industry are just beginning to be recognized.

Percy S. Brown, works manager of the Corona Typewriter Co., cautioned that to expect immediate results from management "would be to encounter discouragement at the outset."

After the discussion of his paper Mr. Green spoke again, closing his remarks with the following statement:

Progress toward these things requires the education of management and the education of employees. It means we must learn the spirit and methods of working together, which are not things that can be learned by precept or formula, but must be evolved out of the process itself. Let not one of us be deceived as to the difficulties of the undertaking; but, on the other hand, the benefits and advantages to be gained are worth all the difficulties and the perplexities that are required for the achievement. Labor stands ready and willing to do its part.

### The Worker's Point of View

A RECENT book, by an English writer, on the Philosophy of Labor<sup>1</sup> contains an interesting exposition of the point of view of the workers in that country, a point of view which they have reached not by abstract theory but from actual experience.

If the worker's point of view were dominant in any society, it is pointed out, there would be "a transformation of the idea of work and therefore a reorganization in the practice of work." The workers are conscious of themselves as a group as contrasted with other groups in the community, but this recognition is accompanied by a pride in skill and a feeling "not only that they have rights because labor made civilization, but also that they have duties because civiliza-

<sup>1</sup> Burns, C. Delisle: *The Philosophy of Labor*. New York, Oxford University Press, American branch [1925?]. 126 pp.



tion depends for its continuance upon them." The author notes that pride in one's work and claims to rights because of work done have always existed. "What is new is the consciousness of this spreading through the whole class of manual workers."

This being true, the worker's point of view will be found in the characteristics of manual work itself, such as—

(1) The sense of free play of energy in manual labor, a feeling of expansiveness, a sense of the "body alive," which leads to a feeling of disdain for the worker who does not bring his muscles into play.

The point is that he deliberately does less than proves him a man, and is therefore despised by his fellows. Similarly, the turner or fitter in an engineering shop, or the engine cleaner, or the locomotive driver, does not in fact go slow or scamp his work as the searcher after increased profits may believe—and the proof of it is that civilization still exists. If the workers were as unwilling as some would have us believe, there would be little enough good steel or machinery, and no trains running to their destinations. But it is often inconvenient to recognize obvious facts—such a fact, for example, as that civilization is borne up by the manual workers. These workers themselves know it. They feel it in the stretch of their muscles and the life of their eyes; and others can know it if they watch the engine driver or the man at the lathe.

(2) The importance that the social necessity of the work done by the workers be recognized. While some people may have the idea that manual workers do no thinking about their work, "speak to dustmen or railway guards or coal miners, and you will find the sense of the social value of work done very widely appreciated among them. It is almost a physical sense of the unity of the acts which go to make up civilization."

(3) The feeling of companionship with those who work beside them.

This is the source of the trade-union spirit. Compare a trade-union shop with one from which the union is excluded; in the second you will feel the suspicion of each man against his fellows, the continual watchfulness of the atomic individual lest advantage should be taken of him, the strain of isolation. In a union shop, of course, individual hostilities may survive, but in general the workers feel that there is some organization, some method for guarding their interests, and they are, therefore, calmer and more friendly. The results on industry are still insufficiently appreciated, because unions are still conceived both by their members and by outsiders as chiefly associations for opposition or battalions of an army. Here, however, we are concerned with the fellow feeling which the almost physical sense of contiguity in the workshops has produced. This fellow feeling is characteristic of manual workers and is not so common among artists or organizers or thinkers; but this very feeling is one of the most valuable elements in social life which is underestimated by those who make their political attitude out of theories.

(4) The fact that "manual labor is generally in its essence 'mental.'" "No worker thinks of himself as a tool. The engine cleaner or the weaver at the loom, although his work be repetition, knows that he is using his mind."

Evils exist from which the manual workers suffer more than any other class. "No one denies that these evils must be diminished and eventually destroyed by 'progressive' legislation or, better still, by improved industrial organization." But they completely misunderstand the worker's point of view who expect the workers suffering from these evils to be "grateful for benevolent gifts," for such measures, while well enough as far as they go, are merely palliatives.

From the worker's point of view the evils of the present are merely symptoms; and to confine policy to a mere treatment of symptoms is a mistake in the cura-



ative art. We must diagnose and deal with the disease underlying the symptoms. We must, of course, treat symptoms, lest the patient dies while we are preparing the cure; but our medicine and surgery must be somewhat more radical than social reform. We must, therefore, reinterpret the meaning of those evils to which we have referred—impoverished old age, semistarvation during unemployment, and ruin following accidents. All these grow out of the one great evil of degrading poverty, which stunts or twists the body, narrows the mind, and deadens nobility of emotion. There is no question here of the fact that some have less money than others: The real problem arises only from the fact that a great number have not the bare means for a humane life. It is further remarkable—although the majority do not think it strange—that it is the manual workers who suffer from this degradation. If old ladies with nothing to do suffered semistarvation, if artists who could not sell their works had no resources—that might be distressing, but it would not be socially absurd. But that workers on whom civilization depends for its food and machinery should be refused the bare means of rendering their services efficiently—that is utterly ludicrous. And the flagrant defects of the industrial system are made still more obvious by the riches which are allowed to accrue to persons who render no service at all. Even liberal-minded reformers seem to imagine that we can not help ourselves; that some natural law necessitates the waste and incompetence of contemporary social life; and the mythology of an obsolete pseudo-science makes those who profess to be helpless into supporters of a transitory, accidental system of bad habits.

From the worker's point of view, society is essentially a cooperative enterprise in which "the status and rights of each depend upon the function each performs," so that the grievances of the manual workers involve "a claim to rights, not a request for charity."

The worker protests, not that the employers or the public are unkind, but that the social system is unjust. The grievances are widespread, and they strike deep into the lives of the workers; and no one in any social class can appreciate the worker's point of view without a keen feeling of the injustice involved in the conditions under which the majority live and work. But sympathy for suffering is not enough. Nor is hate of oppression enough. The fundamental impulse which moves the workers is a deep and determined resolve to have done with the causes of suffering and oppression.

The workers are more deeply concerned with their work than with their leisure, for their economic power and political status arise from their service, not from their enjoyments in their spare time. "But few appreciate what a fundamental issue is here involved. It is nothing less than a moral transformation of the attitude toward work."

The worker's point of view can never triumph so long as work is regarded as a curse or a burden which no one could be induced to undertake without an "incentive."

Work is in essence an enterprise, an adventure, an outlet for energy, a form of vitality; secondly, it is a binding force of society, a service, a cooperation, a fellowship. No one denies that in actual practice to-day some work is degrading and much work is depressing; but that is because of the system under which men now drive locomotives or add columns of figures.

The author points out that not all workers, by any means, have the worker's point of view. "Some have never perceived the distinction between the two views of labor." Those who have done so "bear themselves proudly, not because of their difference from others, but because of the need that others have for them."

These are fully conscious of the meaning of labor. They make claims to rights which are very different from requests for benevolence and therefore sound like battle cries; but they do not hate or despise men whose speech or dress differs from theirs. \* \* \* There are, of course, millions of workers who accept a point of view implying the subordination of themselves and their work to superior persons, and some of these may have strayed into organiza-

tions whose spirit is dominated by another ideal. The fundamental fact is not that a man is or is not a manual worker; what is fundamental is the attitude he takes to the work he does.

The domination of the worker's view over the whole of a society can only take place when the greater part of the workers themselves, or at least the most vigorous group among them, understand and appreciate the meaning of freedom and labor. The crucial problem, therefore, is educational; but it is not a problem of educational systems or textbooks. It is a problem which can only be solved by the practical expansion of intelligence over the whole field of labor, so that there shall be no longer any distinction between workers and thinkers. In plain words, the workers must be able and willing to think, not by proxy or by the assistance of any intellectual caste, but by themselves.

### Conference on American Relations with China <sup>1</sup>

THE Conference on American Relations with China which met at Johns Hopkins University, Baltimore, September 17-20, 1925, was entirely unofficial, being called to exchange "information and points of view, to the end of finding out what results in action ought to be sought by organizations or individuals in promoting fuller information in the United States regarding China, and for furthering cooperative relations between the American and Chinese peoples." The purpose of the meeting was only partially realized, however, because of the outstanding importance of the then prospective Peking conferences <sup>2</sup> and the consequent concentration of public opinion on the possibilities of political action.

The membership of the Baltimore conference included 221 persons representing a very wide range of interests. Those who took part in the discussions were affiliated mainly with business, labor, and civic associations, the universities, the churches, missions, and the organized agencies of public opinion in the United States. Several Chinese were among the speakers.

Minister Sao-Ke Alfred Sze, Chinese Minister Plenipotentiary to the United States, analyzed the international problem of his country as follows:

The crux of the situation in China, so far as foreign powers are directly concerned, hinges principally on two facts. The first of these facts is that, by means of treaties exacted of China, and through various extensions beyond treaty sanction, the nationals of those powers living in China have a status which, in large measure, removes them from the control of the laws and judicial tribunals of China. The second of these facts is that the Government of China is denied the right to determine its own tariff policies.

He suggested that if the United States or the other governments should conclude to take action looking to the satisfaction of China's desire "for equal and reciprocal international treatment, the undertakings to this end should be specific in character and not stated in the form of general or qualified intentions."

Dr. Clarence K. S. Young voiced in no uncertain terms the demand of China for immediate, specific, and full restitution of its tariff autonomy and the abrogation of extraterritoriality. The desire of

<sup>1</sup> American Relations with China. Report of the conference held at Johns Hopkins University, September 17-20, 1925. Baltimore, The Johns Hopkins Press, 1925.

<sup>2</sup> Chinese Customs Conference, October, 1925; meeting of Commission on Extraterritoriality, December, 1925.



the Chinese to secure equality of treatment with other sovereign powers was evidenced in the debates on the tariff and the courts.

In one of the preliminary papers of the conference it was shown that the fiscal limitations under which China labors are very drastic especially those relating to the maritime customs. While other powers have no restrictions in their authority to fix custom tariffs, either for protection or revenue, China has no rights at all in such matters.

The solicitude of foreigners in China for the greater security of their property, including industrial and commercial undertakings, was apparent in the discussions of American business men. Certain speakers who had had experience in official relationships explained why the present treaties which represented efforts to establish rational working agreements with China should not be carelessly set aside. Prof. G. B. Roorbach declared that the Baltimore conference had made the delegates realize more clearly that American business men must recognize that conditions have changed in China and these conditions must be reckoned with in their future plans if American business is to expand in that country. Other speakers concentrated mainly on the present inflammatory state of public opinion in China, holding that in the face of the existing crisis, historical precedents should not be taken into consideration.

Referring to the great unrest in that country for the three or four months preceding the Baltimore conference, Dr. Ping Wen Kuo, the director of the National Association for the Advancement of Education in China, spoke of the enormous demonstrations at Shanghai, Tientsin, Hankow, and numerous other large cities. In some of these disturbances, he said, hundreds of thousands of people took part. There have been labor strikes, student strikes, merchant strikes, and boycotts. The whole country has been in a state of excitement and has been bound together for a common purpose.

Internationally, and particularly from an Anglo-Japanese viewpoint, the situation was declared to be a very grave one, calling for the highest diplomacy. The immediate cause of present conditions was attributed to the killing and wounding on May 30, 1925, by the Shanghai municipal police, at the order of a British police officer, of a great number of unarmed sympathizers in a strike to better working conditions in a Japanese cotton mill. In an endeavor to bring about an adjustment after this very serious affair, the Chinese General Chamber of Commerce submitted to the Chinese Commissioner of Foreign Affairs 13 demands calling for apology, compensation, punishment of offenders, release of Chinese arrested, reinstatement of strikers, betterment of labor conditions, revision of the mixed court, municipal franchise for Chinese ratepayers in the foreign settlements, freedom of speech and the press, and withdrawal of several proposed municipal (Shanghai Settlement) statutes. These demands were in turn presented to the diplomatic delegation from Peking, which after several sessions adjourned declaring that "agreement was impossible due to the fact that the Chinese demands, except those directly related to the May 30 affair, went beyond the scope of their instructions." At the time of the holding of the Baltimore conference the prospects of a satisfactory adjustment of the Shanghai incident were still uncertain.



In his interpretation of the Chinese viewpoint, the Rev. J. Leighton Stuart, D. D., President of Yenching University, Peking, said that Chinese "indignation over the recent occurrences \* \* \* is not in their thought antifeign as such; it is moral. Their plea is based upon the essential rightness of their case."

Doctor Kuo pointed out that national resentment over the Shanghai shooting was aggravated by numerous past grievances against the municipal council of Shanghai. For example, the Chinese had been persistently refused representation on the municipal courts, the Shanghai mixed court had been illegally seized and controlled, roads had been unlawfully constructed beyond the settlement, freedom of speech, of assembly, and of publication had been curtailed. Doctor Kuo also suggested that if "a sympathetic attitude had been taken by the [Shanghai] municipal council toward the Chinese protest the case would not have become as serious as it did." Referring to the negotiations to be held in Peking in October, 1925, he said that if China's well-founded grievances and ambitions are not satisfied, one or more of the following results may be expected:

1. The present disturbance will be indefinitely continued.
2. The movement backed by the radicals for treaty abolition will be given added impulse.
3. The country may be forced to follow Japan's example and "make herself strong in arms."
4. An effective economic boycott may be established. (Even as early as August, 1925, it was reported by cable that British trade in Shanghai had been cut 80 per cent by Chinese boycott.)

While, as said above, the Shanghai shooting is considered by some as the immediate cause of the present disturbances in China the arousal by missionaries in the hospitals and schools of an interest in occidental learning is regarded by Prof. S. Gale Lowrie, of the University of Cincinnati, as largely responsible for the country's unrest. According to Professor Lowrie, the influence of the thousands of Chinese students who have acquired western education has been very strong. "The leading force in China to-day is the student." This was confirmed by Dr. Royal Meeker, recently returned from a mission to the Orient, who said "popular education is the most tremendous force in all China." The following statement of the soviet minister to China, which was quoted at the conference, expresses a somewhat similar viewpoint:

The reason why this movement became organized nationally at just this time is obvious; it lies in the greater degree of education which has been attained largely through American and British agencies, your numerous educational institutions in China. Does not Lloyd-George complain that young China to-day reads Bertrand Russell or English newspapers instead of Confucius?

Doctor Kuo explained that the Chinese Government has no control over labor disputes in foreign industrial establishments located in China nor is that Government able to do anything to improve industrial relations in foreign settlements because of the extraterritorial privileges which free citizens of most of the European and American powers from any responsibility except to the laws of their own respective Governments. The further industrialization of China is a foregone conclusion and there is bound to be a demand for modern industrial standards. Unless extraterritoriality

is abolished, Doctor Kuo warned, labor disputes at any time may lead to international complications.

Dr. Frederic E. Lee, who as American consul for economic investigation had traveled through fourteen Provinces of China, told the conference that the industrial conditions most difficult to handle were found in the extraterritorial settlements of Chefoo, Shanghai, and the British Crown Colony of Hongkong. Doctor Lee had attended a conference in China at which Dr. C. T. Wang reported that Chinese mills were establishing a 10-hour day, inaugurating kindergartens and schools for children under 6 years of age, and were not employing so many women and children as the British and Japanese mills located near the river in the direction of Woosung.

Because of these new developments in the Chinese mills, the British manager of the Ewo mills took the position that cotton mills operated on such a basis in China would not pay and that one female operative in Great Britain in an 8-hour day could produce more than three Chinese female operatives in a 12-hour day.

The Hong Kong Industrial Commission reported in 1921 that boys were working 18 hours a day in glass factories "with three periods of one-half hour off for refreshments."

Doctor Kuo said that there are Chinese establishments in Shanghai with the most modern labor rules and regulations. The Commercial Press, with departments both inside and outside the settlement, is cited as one of these up-to-date businesses. It accords all manner of facilities and privileges to the workers, who are encouraged to purchase stock and share in the profits. Two years ago \$100,000 was appropriated toward the building of a club and library. This company also has an evening school, a dispensary, and grants maternity benefits.

Another speaker suggested a careful study of present industrial conditions in China, declaring that our facts on the subject are hazy and our information conflicting.

Among other subjects of discussion at the conference were: Non-political factors underlying the Chinese problem, China's physical layout, balance sheet, wealth, products, imports, exports, economic backwardness, problems of finance, the American and British attitudes toward China, the recent Japanese policy, and Russian-Chinese relationships.

On the third day of the conference four sections were formed to facilitate the discussion of special subjects. The reports of these sectional meetings were afterwards presented to the full conference.

After considerable debate it was voted by approximately 125 to 25 to accept the recommendation of the first sectional report, namely: "That extraterritoriality should be abolished and that customs autonomy should be given to China." It was not decided, however, whether this should be accomplished at once or by degrees. The immense importance of the "method of approach" in the matter was emphasized. When and how the program should be carried out, the report declared, were questions which came within the jurisdiction of such international official organizations as the Chinese Customs Conference and the Commission on Extraterritoriality, referred to above. In this report attention was called to the fact that among



the powers signing the treaties adopted in Washington in 1921 and 1922, China, Japan, Great Britain, France, and the United States have the most important Pacific interests and the hope was expressed that the last-mentioned power would make the most effective effort possible to get the other four powers to agree to carry out the recommendations of the forthcoming Peking conferences.

It was also suggested in this report that the United States "should have the firm purpose of acting independently if it is found impossible within a reasonable time to secure the concurrent action of these other four powers or the other three that have been mentioned in addition to China."

The reports of the other three sectional meetings reflected "with reasonable accuracy the views of the entire conference" and included the following recommendations:

1. That the necessary organization be provided to continue the educational work of the conference.
2. That suggestions offered in this conference for workable substitutes or modifications of the existing arrangements governing extraterritoriality and customs control should be presented to the proper members of the tariff conference and of the conference on extraterritoriality.
3. That eventually some of the agencies represented in the conference, together with representative groups of Chinese in America, should convene a further conference for the fuller study of practical ways (a) of securing justice and a sympathetic understanding for the Chinese in America; (b) of making the self-governing organizations of Chinese in America channels through which America might more largely contribute to the social and economic upbuilding of the new China.

The Baltimore conference disclosed the rich opportunities there are in the United States for bringing about a broader and more sympathetic understanding of the relations between China and America.

### Activities of Personnel Research Federation, 1924-25<sup>1</sup>

**A**T THE business meeting of the corporate members of the Personnel Research Federation, October 16, 1925, the director of the organization submitted his annual report for 1924-25, from which the following record of work is taken:

The activities of the headquarters of the Federation include both correspondence and personal interviews, but the main function of the central office is that of a clearing house through the Journal of Personnel Research. The subjects of some of the major articles appearing in the journal are as follows:

- Women in banking.
- Graphic labor control.
- Modern ventilation principles and their application to industrial and sedentary life.
- The study of fatigue.
- Selecting retail saleswomen.
- Industrial accident prevention as a personnel problem.
- Efficiency tests of Pennsylvania Railroad personnel.
- A project of investigation and development in the field of engineering education.
- Student personnel service at Minnesota.

<sup>1</sup> Journal of Personnel Research, Baltimore, January-February, 1926, pp.383-390.



Although the Federation's library is small, it receives numerous current journals, pamphlets, and reprints and has made some progress in the collection of unpublished reports, bibliographies, and memoranda on current research work.

The central office endeavors to keep in personal touch with the research work being done by the Federation members and other research organizations. In this connection the field representative makes the following statement:

We are feeling our way carefully in making contacts with business firms and other research agencies, suggesting possibilities, finding what they are interested in and how we may be of service to them, and the best means of enlisting their further cooperation. More inquiries are beginning to come our way and at the same time our lines of procedure in rendering distinctive services not readily available elsewhere are becoming clearer. Our service bulletins have been useful in introducing us in many places.

In May, 1925, the Federation held two conferences—one on "Methods of research in industrial relations" and the other on "Vocational guidance in the colleges."

A preliminary draft of a manual for investigators of vocational selection has been completed in line with the Federation's plan to make "readily available clear statements of the best procedures and techniques" in personnel research. In the year under review the Federation had frequent requests for cooperation in laying out procedures in research from member organizations, graduate students, and other investigators, including three business establishments.

In closing, the director suggests cooperative research into employees' participation in management and the shop-committee scheme in relation to trade-unions, the effect of rest pauses on the efficiency of workers and their attitude toward their jobs, the best methods of selecting and developing young men to be managers or minor executives, the relation between the worker's general ability and his stability in a special job, and occupational opportunities, the last-mentioned undertaking to begin with the compilation of a directory of the leading employers of college graduates, and the requirements of such employers. The value of a similar study for industrial workers is stressed as follows:

Starting with the old slogan, "the right man in the right place," the conscientious executive can not stop short of a comprehensive scheme of management in which the human factor is accorded the same constant and thorough study that is lavished upon questions of design, materials, processes of manufacture, inventory control, cost accounting, or finance. Each investigation, carried through in the spirit and with the methods of science, not only meets an immediate need but also opens a vista of further developments, each contributing to productive efficiency, to satisfactions of men in their work, and to better adjustment of human labor, industry, and life.

## Working Conditions of Painters in Various Countries

LABOR and employment conditions in general in European countries and among painters in particular were studied by a representative of the Brotherhood of Painters, Decorators, and Paper Hangers of America. This representative visited France, Switzerland, Poland, Germany, and Holland. His findings and impressions are recorded in a pamphlet recently issued.<sup>1</sup>

Some of the data collected, showing hours and working conditions among painters, decorators, and paper hangers, are given below:

WORKING CONDITIONS AMONG PAINTERS, DECORATORS, AND PAPER HANGERS IN VARIOUS COUNTRIES

Country or city	Minimum hourly wage rates	Hours per week	Extra pay for over-time	Per cent of trade organized	Trade-union membership	Kind of shop	Method of job control
	<i>Cents</i>		<i>Per cent</i>				
Sweden <sup>1</sup> .....	<sup>2</sup> 25	48	50-100	100	6,000	Closed.	Shop stewards.
Norway <sup>3</sup> .....	38	48	25-100	55	1,200	( <sup>4</sup> ).....	( <sup>4</sup> ).
Denmark <sup>5</sup> .....	<sup>2</sup> 35	48	33- 70	100	5,300	Closed.	Shop stewards.
Hungary <sup>6</sup> .....	16	50	10- 25	40	1,800	Open..	( <sup>4</sup> ).
Netherlands <sup>1</sup> .....	21-30	48	( <sup>4</sup> )	( <sup>4</sup> )	5,000	...do...	None.
Paris.....	15-25	54	25- 50	10	314	...do. <sup>6</sup>	( <sup>4</sup> ).
Vienna.....	<sup>7</sup> 22½ <sup>8</sup> 24	48	( <sup>4</sup> )	60	1,800	...do...	Workers' delegates.
Germany <sup>1</sup> .....	17-30	48	25-100	60	43,000	...do...	Do.
England <sup>3</sup> .....	30-42	44	25-100	65	45,000	...do. <sup>6</sup>	Delegate or shop steward.

<sup>1</sup> Local agreements.

<sup>4</sup> No data.

<sup>7</sup> For first 2 years.

<sup>2</sup> Majority are on piece rates.

<sup>5</sup> Varnishers and paper hangers have local agreements.

<sup>8</sup> After 2 years.

<sup>3</sup> National agreement.

<sup>6</sup> In general.

The writer states that in Cracow, Poland, he learned that a painter, if he is employed, earns about 8 zloty<sup>2</sup> a day. ("The best mechanic in any trade earns no more than 50 zloty a week.") After deductions are made for Federal income tax and for sickness insurance, the net daily wage is about 7 zloty. With the cost of necessities "almost as high as in New York, a worker's family can hardly keep body and soul together on this income."

Employment conditions in the various countries were found to be bad. In some countries, however, the situation was relieved somewhat for members of the craft by the cooperative workshops for painters which were able to give employment to some of the members. In Cracow, Poland, "a considerable proportion" of the union members were employed in two cooperative shops. The painters' guild of Hamburg, which is a combination of trade-union and cooperative, had a volume of business for 1924 of nearly \$75,000, on which a net profit of more than \$2,500 was earned. It pays its men wages 5 per cent above the current rates, allows them 6 days' paid vacation a year (twice the period given by private employers), and employs at the height of the season 200 men. At a meeting held in connection with the convention of the union of German painters, reports were made showing the work of painters' cooperative workshops. The 18

<sup>1</sup> [Brotherhood of Painters, Decorators, and Paper Hangers of America.] The story of a trip to Europe on behalf of the brotherhood, told by Philip Zausner before the thirteenth general assembly, Montreal, Sept. 7, 1925. New York, 1925. 36 pp.

<sup>2</sup> Zloty=19.3 cents.

shops for which reports were made employed 630 men and during the first six months of 1925 had a business of nearly 1,000,000 gold marks<sup>3</sup> and had on hand work aggregating about the same amount. Not all of these were genuinely cooperative. Some had started as cooperative but in time modified their methods and principles, yielding to the temptation always present in this type of cooperative when successful, and had become in fact practically joint stock companies. As to the value of cooperative workshops, the writer is of the opinion that "by fostering the cooperative shops in the painting trade, our sister organizations are not only creating an outlet for productive labor but are also providing themselves with a powerful weapon for defensive purposes in times of industrial struggles."

The report touches upon various problems of the workers as he found them in the countries visited—housing, living conditions, wages in relation to cost of living—and concludes with a comparison of the trade-union movements of America and Europe.

### Mining Conditions in British India

THE report of the chief inspector of mines in India for the year ending December 31, 1924, shows that the daily average of persons employed in and about the mines during the year was 258,217, which was an increase of 9.94 per cent over the daily average of the previous year. Those employed in coal mines numbered 187,088. Labor was sufficient for all requirements, and wages remained stationary or showed a tendency to fall.

The number of women employed below ground in Indian mines increased from 52,676 to 60,375. Four-fifths of this increase took place at metalliferous mines, where the number of women employed below ground increased by over 50 per cent, i. e., from 12,540 to 18,759. This was due to greater activity in the mining of minerals other than coal, particularly manganese. Practically all women employed at metalliferous mines work in quarries where the conditions approximate to those obtaining in other employment such as railway or canal construction. [Some] 41,616 women were employed underground in coal mines, and, assuming that 15 per cent of them worked in quarries, the number of women working in underground coal mines must have been approximately 35,000, or less than one-third of the total underground labor force. In the last report it was stated that proposals to prohibit the employment of women in underground mines had been strenuously opposed in certain quarters. \* \* \* Mining labor at the moment is plentiful and there would probably be less trouble now than at any time for many years in replacing women workers in mines.

The amount of coal mined in British India during the year was 20,256,034 tons, an increase of 7.95 per cent over 1923. The average output per person employed above and below ground, was 108 tons. In Great Britain in 1923 the corresponding figure was 229 tons, and in the United States in 1922 it was 504 tons.

The comparatively low output of the Indian miner is largely due to the fact that labor-saving appliances are not in use at the Indian mines to anything like the extent which they are used in mines in other countries. The use of coal-cutting machines in Indian coal mines is slowly extending, but, if the full advantage of using such appliances is to be obtained, they should be combined with underground conveying and loading machines.

<sup>3</sup> Gold mark = 23.8 cents.





## PRICES AND COST OF LIVING

### Retail Prices of Food in the United States

THE following tables are compiled from monthly reports of actual selling prices<sup>1</sup> received by the Bureau of Labor Statistics from retail dealers.

Table 1 shows for the United States retail prices of food, January 15 and December 15, 1925, and January 15, 1926, as well as the percentage changes in the year and in the month. For example, the price per dozen of strictly fresh eggs was 70.5 cents in January, 1925; 66.2 cents in December, 1925; and 53.9 cents in January, 1926. These figures show decreases of 24 per cent in the year; and 19 per cent in the month.

The cost of the various articles of food combined shows an increase of 6.4 per cent on January 15, 1926, as compared with January 15, 1925, and a decrease of 0.8 per cent on January 15, 1926, as compared with December 15, 1925.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE, JANUARY 15, 1926, COMPARED WITH DECEMBER 15, 1925, AND JANUARY 15, 1925

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers]

Article	Unit	Average retail price on—			Per cent of increase (+) or decrease (-) Jan. 15, 1926, compared with—	
		Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925
		<i>Cents</i>	<i>Cents</i>	<i>Cents</i>		
Sirloin steak.....	Pound.....	38.7	40.3	40.8	+5	+1
Round steak.....	do.....	32.8	34.4	35.0	+7	+2
Rib roast.....	do.....	28.5	29.6	30.0	+5	+1
Chuck roast.....	do.....	20.5	21.7	22.1	+8	+2
Plate beef.....	do.....	13.3	14.1	14.5	+9	+3
Pork chops.....	do.....	30.7	35.7	36.5	+19	+2
Bacon.....	do.....	40.3	48.6	48.2	+20	-1
Ham.....	do.....	47.6	53.1	53.3	+12	+0.4
Lamb, leg of.....	do.....	38.8	38.5	39.1	+1	+2
Hens.....	do.....	35.8	36.5	38.6	+8	+6
Salmon, canned, red.....	do.....	31.7	36.9	37.3	+18	+1
Milk, fresh.....	Quart.....	13.9	14.3	14.2	+2	-1
Milk, evaporated.....	15-16 oz. can.....	11.1	11.6	11.6	+5	0
Butter.....	Pound.....	52.3	58.6	55.4	+6	-6
Oleomargarine (all butter substitutes).....	do.....	30.1	31.3	31.3	+4	0
Cheese.....	do.....	35.9	37.5	37.6	+5	+0.3
Lard.....	do.....	22.8	22.6	22.3	-2	-1
Vegetable lard substitute.....	do.....	25.3	25.7	25.6	+1	-0.4
Eggs, strictly fresh.....	Dozen.....	70.5	66.2	53.9	-24	-19
Eggs, storage.....	do.....	53.7	47.4	42.2	-35	-11

<sup>1</sup>In addition to monthly retail prices of food and coal, the bureau publishes in the MONTHLY LABOR REVIEW the prices of gas and electricity from each of 51 cities for the dates for which these data are secured.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE, JANUARY 15, 1926, COMPARED WITH DECEMBER 15, 1925, AND JANUARY 15, 1925—Continued

Article	Unit	Average retail price on—			Per cent of increase (+) or decrease (—) Jan. 15, 1926, compared with—	
		Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925
		Cents	Cents	Cents		
Bread.....	Pound.....	9.2	9.4	9.4	+2	0
Flour.....	do.....	6.0	6.1	6.2	+3	+2
Corn meal.....	do.....	5.4	5.2	5.2	-4	0
Rolled oats.....	do.....	9.0	9.1	9.1	+1	0
Corn flakes.....	8-oz. pkg.....	10.9	11.0	11.0	+1	0
Wheat cereal.....	28-oz. pkg.....	24.5	25.3	25.4	+4	+0.4
Macaroni.....	Pound.....	20.0	20.4	20.3	+2	-0.4
Rice.....	do.....	10.7	11.4	11.6	+8	+2
Beans, navy.....	do.....	10.2	9.8	9.8	-4	0
Potatoes.....	do.....	2.5	5.2	5.8	+132	+12
Onions.....	do.....	5.9	5.7	5.9	0	+4
Cabbage.....	do.....	4.6	4.6	5.6	+22	+22
Beans, baked.....	No. 2 can.....	12.5	12.3	12.3	-2	0
Corn, canned.....	do.....	17.5	16.9	16.8	-4	-1
Peas, canned.....	do.....	18.5	17.9	17.8	-4	-1
Tomatoes, canned.....	do.....	13.8	12.7	12.6	-9	-1
Sugar, granulated.....	Pound.....	8.1	6.7	6.7	-17	0
Tea.....	do.....	74.2	75.8	76.1	+3	+0.4
Coffee.....	do.....	51.6	51.3	51.3	-1	0
Prunes.....	do.....	17.4	17.1	17.2	-1	+1
Raisins.....	do.....	14.6	14.4	14.5	-1	+1
Bananas.....	Dozen.....	33.2	35.5	35.8	+8	+1
Oranges.....	do.....	44.8	48.9	46.9	+5	-4
All articles combined.....					+6.4	-0.8

Table 2 shows for the United States average retail prices of specified food articles on January 15, 1913, and on January 15 of each year from 1920 to 1926, together with percentage changes in January of each of these specified years, compared with January, 1913. For example, the price per pound of ham was 25.1 cents in January, 1913; 50.3 cents in January, 1920; 48.4 cents in January, 1921; 44.2 cents in January, 1922; 45.1 cents in January, 1923; 44.7 cents in January, 1924; 47.6 cents in January, 1925; and 53.3 cents in January, 1926.

As compared with the average price in January, 1913, these figures show the following percentage increases: 100 per cent in January, 1920; 93 per cent in January, 1921; 76 per cent in January, 1922; 80 per cent in January, 1923; 78 per cent in January, 1924; 90 per cent in January, 1925; and 112 per cent in January, 1926.

The cost of the various articles of food combined showed an increase of 67.1 per cent in January, 1926, as compared with January, 1913.

14	81.4	8.72	0.36	7.31	do	do
15	81.4	8.72	0.36	7.31	do	do
16	81.4	8.72	0.36	7.31	do	do
17	81.4	8.72	0.36	7.31	do	do
18	81.4	8.72	0.36	7.31	do	do
19	81.4	8.72	0.36	7.31	do	do
20	81.4	8.72	0.36	7.31	do	do
21	81.4	8.72	0.36	7.31	do	do
22	81.4	8.72	0.36	7.31	do	do
23	81.4	8.72	0.36	7.31	do	do
24	81.4	8.72	0.36	7.31	do	do
25	81.4	8.72	0.36	7.31	do	do
26	81.4	8.72	0.36	7.31	do	do
27	81.4	8.72	0.36	7.31	do	do
28	81.4	8.72	0.36	7.31	do	do
29	81.4	8.72	0.36	7.31	do	do
30	81.4	8.72	0.36	7.31	do	do

The following table shows the average retail prices of food and coal, the average prices of gas and electricity, and the average prices of other commodities in the United States, for each of the years 1913 to 1926, and for the first three months of 1927.



TABLE 2.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE, JANUARY 15 OF CERTAIN SPECIFIED YEARS COMPARED WITH JANUARY 15, 1913

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers]

Article	Unit	Average retail price on Jan. 15—								Per cent of increase Jan. 15 of each specified year compared with Jan. 15, 1913							
		1913	1920	1921	1922	1923	1924	1925	1926	1920	1921	1922	1923	1924	1925	1926	
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.								
Sirloin steak	Pound	23.8	40.5	46.5	35.3	37.2	39.1	38.7	40.8	70	70	48	56	64	63	71	
Round steak	do	20.5	37.0	36.3	30.4	31.6	33.3	32.8	35.0	80	77	48	54	62	60	71	
Rib roast	do	18.8	31.4	31.0	26.7	27.5	28.6	28.5	30.0	67	65	42	46	52	52	60	
Chuck roast	do	14.9	25.3	23.6	19.0	19.6	20.7	20.5	22.1	70	58	28	32	39	38	48	
Plate beef	do	11.1	18.4	16.9	12.8	12.9	13.3	13.3	14.5	66	52	15	16	20	20	31	
Pork chops	do	18.7	37.3	35.9	28.9	29.3	27.4	30.7	36.5	99	92	55	57	47	64	95	
Bacon	do	25.4	50.3	45.7	37.6	39.8	37.2	40.3	48.2	98	80	48	57	46	59	90	
Ham	do	25.1	50.3	48.4	44.2	45.1	44.7	47.6	53.3	100	93	76	80	78	90	112	
Lamb, leg of	do	18.0	36.4	36.7	33.9	36.3	35.9	38.8	39.1	102	104	88	102	99	116	117	
Hens	do	20.2	42.0	42.7	36.9	34.5	34.5	35.8	38.6	108	111	83	71	71	77	91	
Salmon, canned, red	do		37.1	39.5	33.3	31.3	31.2	31.7	37.3								
Milk, fresh	Quart	8.9	16.6	16.3	13.6	13.7	14.2	13.9	14.2	87	83	53	54	60	56	60	
Milk, evaporated	(?)		17.0	14.8	12.4	12.1	12.2	11.1	11.6								
Butter	Pound	40.9	74.2	61.0	45.3	59.1	61.3	52.3	55.4	81	49	11	44	50	28	35	
Oleomargarine (all butter substitutes)	do		39.6	35.3	28.7	27.8	29.7	30.1	31.3								
Cheese	do	22.2	43.4	38.6	32.9	37.3	37.4	35.9	37.6	95	74	48	68	68	62	69	
Lard	do	15.4	34.0	22.3	15.4	17.4	18.7	22.8	22.3	121	45	0	13	21	48	45	
Vegetable lard substitute	do		37.8	27.2	21.6	22.3	24.3	25.3	25.6								
Eggs, strictly fresh	Dozen	37.3	82.7	79.1	49.9	55.7	54.6	70.5	53.9	122	112	34	49	46	89	45	
Eggs, storage	do	25.7	62.5	68.7	39.3	40.0	38.6	53.7	42.2	143	167	53	56	50	109	64	
Bread	Pound	5.6	10.9	10.8	8.8	8.7	8.7	9.2	9.4	95	93	57	55	55	64	68	
Flour	do	3.3	8.1	6.7	4.9	4.9	4.5	6.0	6.2	145	103	48	48	36	82	88	
Corn meal	do	3.0	6.6	5.2	3.9	4.0	4.4	5.4	5.2	120	73	30	33	47	80	73	
Rollod oats	do		9.9	10.7	9.2	8.8	8.8	9.0	9.1								
Corn flakes	(3)		14.1	14.1	10.7	9.7	9.7	10.9	11.0								
Wheat cereal	(4)		28.8	30.1	26.6	25.0	24.3	24.5	25.4								
Macaroni	Pound		19.8	21.6	20.3	19.8	19.6	20.0	20.3								
Rice	do	8.6	18.1	11.9	9.3	9.5	9.8	10.7	11.6	110	38	8	10	14	24	35	
Beans, navy	do		12.2	8.9	8.2	10.9	10.1	10.2	9.8								
Potatoes	do	1.6	5.4	3.0	3.3	2.1	2.8	2.5	5.8	238	88	106	31	75	56	263	
Onions	do		9.0	4.1	9.1	5.1	6.1	5.9	5.9								
Cabbage	do		8.1	3.7	5.6	4.0	4.9	4.6	5.6								
Beans, baked	(5)		16.9	15.8	13.5	13.1	12.9	12.5	12.3								
Corn, canned	(4)		18.8	17.4	16.0	15.3	15.7	17.5	16.8								
Peas, canned	(5)		19.2	18.5	17.7	17.5	17.9	18.5	17.8								
Tomatoes, canned	(5)		15.4	12.4	13.2	12.7	12.9	13.8	12.6								
Sugar, granulated	Pound	5.8	17.8	9.7	6.2	8.3	10.2	8.1	6.7	207	67	7	43	76	40	16	
Tea	do	54.3	72.0	72.1	68.3	68.7	71.0	74.2	76.1	33	33	26	27	31	37	40	
Coffee	do	29.9	49.1	38.5	35.7	37.0	38.2	51.6	51.3	64	29	19	24	28	73	72	
Prunes	do		29.1	24.2	18.8	20.0	17.9	17.4	17.2								
Raisins	do		24.8	32.1	25.0	18.9	15.9	14.6	14.5								
Bananas	Dozen		40.9	41.9	36.6	37.1	38.8	33.2	35.8								
Oranges	do		51.0	46.9	46.2	46.8	40.0	44.8	46.9								
All articles combined <sup>6</sup>										104.8	75.4	44.5	46.9	51.7	57.1	67.1	

<sup>1</sup> Both pink and red. <sup>2</sup> 15-16-ounce can. <sup>3</sup> 8-ounce package. <sup>4</sup> 28-ounce package. <sup>5</sup> No. 2 can.<sup>6</sup> Beginning with January, 1921, index numbers showing the trend in the retail cost of food have been composed of the articles shown in Tables 1 and 2, weighted according to the consumption of the average family. From January, 1913, to December, 1920, the index numbers included the following articles: Sirloin steak, round steak, rib roast, chuck roast, plate beef, pork chops, bacon, ham, lard, hens, flour, corn meal, eggs, butter, milk, bread, potatoes, sugar, cheese, rice, coffee, and tea.

Table 3 shows the changes in the retail prices of each of 22 articles of food for which prices have been secured since 1913, as well as the changes in the amounts of these articles that could be purchased for \$1 in each year, 1913 to 1925, and in January, 1926.

TABLE 3.—AVERAGE RETAIL PRICES OF SPECIFIED ARTICLES OF FOOD AND AMOUNT PURCHASABLE FOR \$1, 1913 TO 1925, AND JANUARY, 1926

Year	Sirloin steak		Round steak		Rib roast		Chuck roast		Plate beef		Pork chops	
	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1
	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.
1913.....	25.4	3.9	22.3	4.5	19.8	5.1	16.0	6.3	12.1	8.3	21.0	4.8
1914.....	25.9	3.9	23.6	4.2	20.4	4.9	16.7	6.0	12.6	7.9	22.0	4.5
1915.....	25.7	3.9	23.0	4.3	20.1	5.0	16.1	6.2	12.1	8.3	20.3	4.9
1916.....	27.3	3.7	24.5	4.1	21.2	4.7	17.1	5.8	12.8	7.8	22.7	4.4
1917.....	31.5	3.2	29.0	3.4	24.9	4.0	20.9	4.8	15.7	6.4	31.9	3.1
1918.....	38.9	2.6	36.9	2.7	30.7	3.3	26.6	3.8	20.6	4.9	39.0	2.6
1919.....	41.7	2.4	38.9	2.6	32.5	3.1	27.0	3.7	20.2	5.0	42.3	2.4
1920.....	43.7	2.3	39.5	2.5	33.2	3.0	26.2	3.8	18.3	5.5	42.3	2.4
1921.....	38.8	2.6	34.4	2.9	29.1	3.4	21.2	4.7	14.3	7.0	34.9	2.9
1922.....	37.4	2.7	32.3	3.1	27.6	3.6	19.7	5.1	12.8	7.8	33.0	3.0
1923.....	39.1	2.6	33.5	3.0	28.4	3.5	20.2	5.0	12.9	7.8	30.4	3.3
1924.....	39.6	2.5	33.8	3.0	28.8	3.5	20.8	4.8	13.2	7.6	30.8	3.2
1925.....	40.6	2.5	34.7	2.9	29.6	3.4	21.6	4.6	13.8	7.2	36.6	2.7
1926: January..	40.8	2.5	35.0	2.9	30.0	3.3	22.1	4.5	14.5	6.9	36.5	2.7
	Bacon		Ham		Hens		Milk		Butter		Cheese	
	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per qt.	Qts.	Cents per lb.	Lbs.	Cents per lb.	Lbs.
	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per qt.	Qts.	Cents per lb.	Lbs.	Cents per lb.	Lbs.
1913.....	27.0	3.7	26.9	3.7	21.3	4.7	8.9	11.2	38.3	2.6	22.1	4.5
1914.....	27.5	3.6	27.3	3.7	21.8	4.6	8.9	11.2	36.2	2.8	22.9	4.4
1915.....	26.9	3.7	26.1	3.8	20.8	4.8	8.8	11.4	35.8	2.8	23.3	4.3
1916.....	28.7	3.5	29.4	3.4	23.6	4.2	9.1	11.0	39.4	2.5	25.8	3.9
1917.....	41.0	2.4	38.2	2.6	28.6	3.5	11.2	9.0	48.7	2.1	33.2	3.0
1918.....	52.9	1.9	47.9	2.1	37.7	2.7	13.9	7.2	57.7	1.7	35.9	2.8
1919.....	55.4	1.8	53.4	1.9	41.1	2.4	15.5	6.5	67.8	1.5	42.6	2.3
1920.....	52.3	1.9	55.5	1.8	44.7	2.2	16.7	6.0	70.1	1.4	41.6	2.4
1921.....	42.7	2.3	48.8	2.0	39.7	2.5	14.6	6.8	51.7	1.9	34.0	2.9
1922.....	39.8	2.5	48.8	2.0	36.0	2.8	13.1	7.6	47.9	2.1	32.9	3.0
1923.....	39.1	2.6	45.5	2.2	35.0	2.9	13.8	7.2	55.4	1.8	36.9	2.7
1924.....	37.7	2.7	45.3	2.2	35.3	2.8	13.8	7.2	51.7	1.9	35.3	2.8
1925.....	46.7	2.1	52.6	1.9	36.6	2.7	14.0	7.1	54.8	1.8	36.7	2.7
1926: January..	48.2	2.1	53.3	1.9	38.6	2.6	14.2	7.0	55.4	1.8	37.6	2.7
	Lard		Eggs		Bread		Flour		Corn meal		Rice	
	Cents per lb.	Lbs.	Cents per doz.	Dozs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.
	Cents per lb.	Lbs.	Cents per doz.	Dozs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.
1913.....	15.8	6.3	34.5	2.9	5.6	17.9	3.3	30.3	3.0	33.3	8.7	11.5
1914.....	15.6	6.4	35.3	2.8	6.3	15.9	3.4	29.4	3.2	31.3	8.8	11.4
1915.....	14.8	6.8	34.1	2.9	7.0	14.3	4.2	23.8	3.3	30.3	9.1	11.0
1916.....	17.5	5.7	37.5	2.7	7.3	13.7	4.4	22.7	3.4	29.4	9.1	11.0
1917.....	27.6	3.6	48.1	2.1	9.2	10.9	7.0	14.3	5.8	17.2	10.4	9.6
1918.....	33.3	3.0	56.9	1.8	9.8	10.2	6.7	14.9	6.8	14.7	12.9	7.8
1919.....	36.9	2.7	62.8	1.6	10.0	10.0	7.2	13.9	6.4	15.6	15.1	6.6
1920.....	29.5	3.4	68.1	1.5	11.5	8.7	8.1	12.3	6.5	15.4	17.4	5.7
1921.....	18.0	5.6	50.9	2.0	9.9	10.1	5.8	17.2	4.5	22.2	9.5	10.5
1922.....	17.0	5.9	44.4	2.3	8.7	11.5	5.1	19.6	3.9	25.6	9.5	10.5
1923.....	17.7	5.6	46.5	2.2	8.7	11.5	4.7	21.3	4.1	24.4	9.5	10.5
1924.....	19.0	5.3	47.8	2.1	8.8	11.4	4.9	20.4	4.7	21.3	10.1	9.9
1925.....	23.3	4.3	52.1	1.9	9.4	10.6	6.1	16.4	5.4	18.5	11.1	9.0
1926: January..	22.3	4.5	53.9	1.9	9.4	10.6	6.2	16.1	5.2	19.2	11.6	8.6
	Potatoes		Sugar		Tea		Coffee					
	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.				
	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.	Cents per lb.	Lbs.				
1913.....	1.7	58.8	5.5	18.2	54.4	1.8	29.8	3.4				
1914.....	1.8	55.6	5.9	16.9	54.6	1.8	29.7	3.4				
1915.....	1.5	66.7	6.6	15.2	54.5	1.8	30.0	3.3				
1916.....	2.7	37.0	8.0	12.5	54.6	1.8	29.9	3.3				
1917.....	4.3	23.3	9.3	10.8	58.2	1.7	30.2	3.3				
1918.....	3.2	31.3	9.7	10.3	64.8	1.5	30.5	3.3				
1919.....	3.8	26.3	11.3	8.8	70.1	1.4	43.3	2.3				
1920.....	6.3	15.9	19.4	5.2	73.3	1.4	47.0	2.1				
1921.....	3.1	32.3	8.0	12.5	69.7	1.4	36.3	2.8				
1922.....	2.8	35.7	7.3	13.7	68.1	1.5	36.1	2.8				
1923.....	2.9	34.5	10.1	9.9	69.5	1.4	37.7	2.7				
1924.....	2.7	37.0	9.2	10.9	71.5	1.4	43.3	2.3				
1925.....	3.6	27.8	7.2	13.9	75.5	1.3	51.5	1.9				
1926: January..	5.8	17.2	6.7	14.9	76.1	1.3	51.3	1.9				

## Index Numbers of Retail Prices of Food in the United States

IN TABLE 4 index numbers are given which show the changes in the retail prices of specified food articles, by years, from 1907 to 1925, and by months for 1925, and for January, 1926. These index numbers, or relative prices, are based on the year 1913 as 100 and are computed by dividing the average price of each commodity for each month and each year by the average price of that commodity for 1913. These figures must be used with caution. For example, the relative price of rib roast for the year 1923 was 143.4, which means that the average money price for the year 1923 was 43.4 per cent higher than the average money price for the year 1913. The relative price of rib roast for the year 1922 was 139.4, which figures show an increase of 4 points but an increase of slightly less than 3 per cent in the year.

In the last column of Table 4 are given index numbers showing the changes in the retail cost of all articles of food combined. From January, 1913, to December, 1920, 22 articles have been included in the index, and beginning with January, 1921, 43 articles have been used.<sup>2</sup> For an explanation of the method used in making the link between the cost of the market basket of 22 articles, weighted according to the average family consumption in 1901, and the cost of the market basket based on 43 articles and weighted according to the consumption in 1918, see MONTHLY LABOR REVIEW for March, 1921 (p. 25). The index numbers based on the average for the year 1913 are 165.5 for December, 1925, and 164.3 for January, 1926.

The curve shown in the chart on page 35 pictures more readily to the eye the changes in the cost of the food budget than do the index numbers given in the table. The chart has been drawn on the logarithmic scale, because the percentages of increase or decrease are more accurately shown than on the arithmetic scale.

<sup>2</sup> For index numbers of each month, January, 1913, to December, 1920, see MONTHLY LABOR REVIEW for February, 1921, pp. 19-21; for each month of 1921 and 1922 see MONTHLY LABOR REVIEW for February, 1923, p. 69; and for each month of 1923 and 1924 see MONTHLY LABOR REVIEW for February, 1925, p. 21.

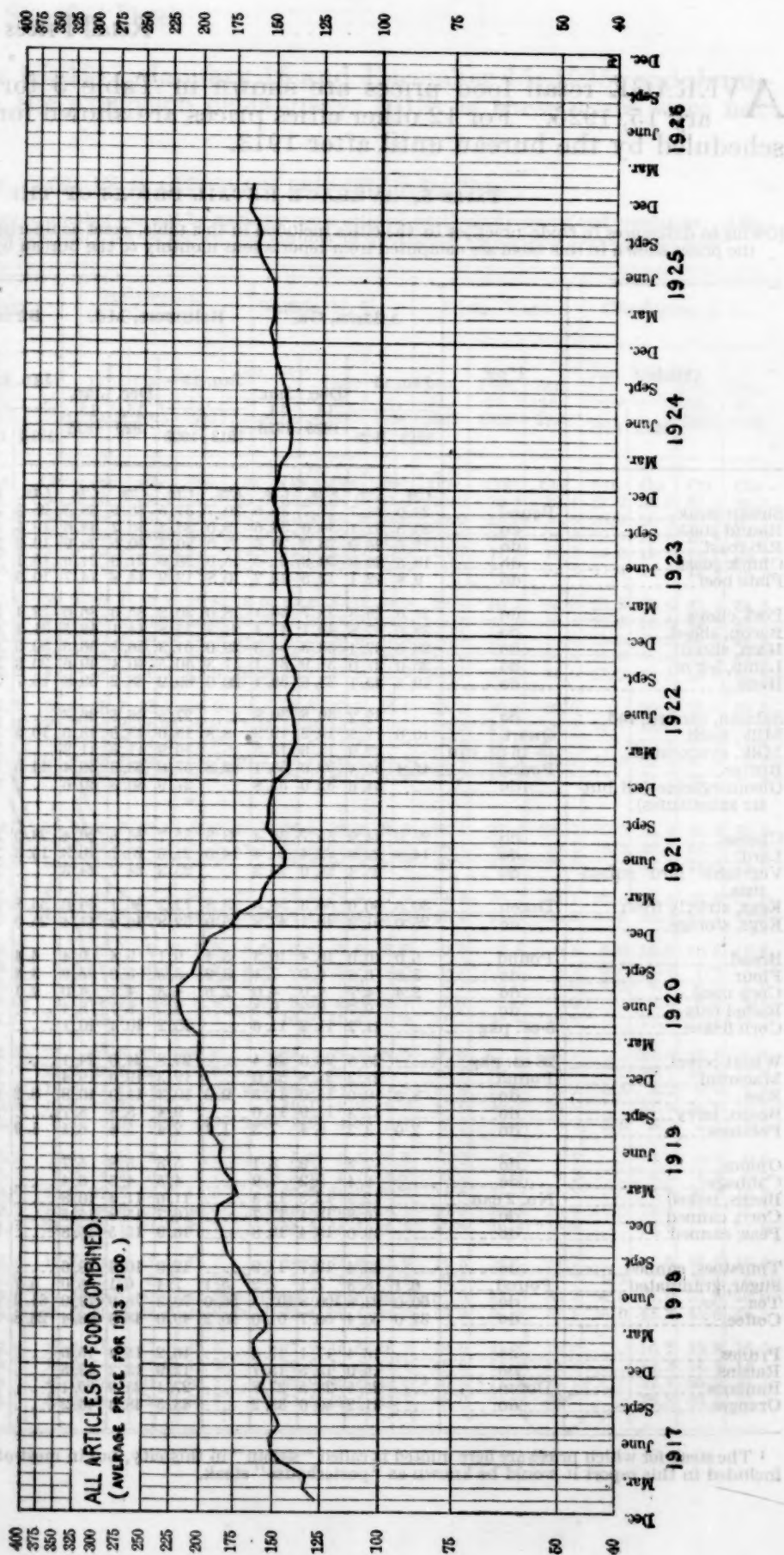


TABLE 4.—INDEX NUMBERS SHOWING CHANGES IN THE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN THE UNITED STATES, BY YEARS, 1907 TO 1925, AND BY MONTHS FOR 1925 AND JANUARY, 1926

[Average for year 1913=100]

Year and month	Sirloin steak	Round steak	Rib roast	Chuck roast	Plate beef	Pork chops	Bacon	Ham	Hens	Milk	Butter	Cheese	Lard	Eggs	Bread	Flour	Corn meal	Rice	Potatoes	Sugar	Tea	Coffee	All articles
1907	71.5	68.0	76.1	74.3	74.4	75.7	81.4	87.2	85.3	80.7	84.1	95.0	87.6	105.3	105.3	105.3	105.3	105.3	105.3	105.3	105.3	105.3	82.0
1908	73.3	71.2	78.1	76.1	76.9	77.6	82.0	89.6	85.5	90.1	92.6	101.5	92.2	111.2	107.7	106.6	106.6	106.6	106.6	106.6	106.6	106.6	84.3
1909	76.6	73.5	81.3	82.7	82.9	82.0	88.5	91.3	90.1	102.6	102.6	109.4	93.9	109.4	109.4	109.4	109.4	109.4	109.4	109.4	109.4	109.4	88.7
1910	80.3	77.9	84.6	91.6	94.5	91.4	93.6	94.6	93.8	103.8	97.7	108.2	94.9	101.0	109.3	109.3	109.3	109.3	109.3	109.3	109.3	109.3	93.0
1911	80.6	78.7	84.8	85.1	91.3	89.3	91.0	95.5	87.9	88.4	93.5	101.6	94.3	130.5	111.4	111.4	111.4	111.4	111.4	111.4	111.4	111.4	92.0
1912	91.0	80.3	93.6	91.2	90.5	90.6	93.5	97.4	97.7	93.5	98.9	105.2	101.6	132.1	115.1	115.1	115.1	115.1	115.1	115.1	115.1	115.1	97.6
1913	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1914	102.0	105.8	103.0	104.4	104.1	104.6	101.8	101.7	102.2	100.5	94.4	103.6	98.6	102.3	112.5	103.9	105.1	101.2	108.3	108.2	101.4	99.7	102.4
1915	101.1	108.0	101.4	100.6	100.0	96.4	99.8	97.2	97.5	99.2	93.4	105.0	93.4	98.7	125.0	125.8	105.4	104.3	88.9	120.1	100.2	100.6	101.3
1916	107.5	109.7	107.4	106.9	106.0	108.3	106.4	109.2	110.7	102.2	103.0	116.7	111.0	108.8	130.4	134.6	112.6	104.6	158.8	146.4	100.4	100.3	113.7
1917	124.0	129.8	125.5	130.6	129.8	151.7	151.9	142.2	134.5	125.4	127.2	150.4	174.9	139.4	164.3	211.2	192.2	119.0	252.7	169.3	106.9	101.4	140.4
1918	153.2	165.5	155.1	166.3	170.2	185.7	195.9	178.1	177.0	156.2	150.7	162.4	210.8	164.9	175.0	203.0	226.7	148.3	188.2	176.4	119.1	102.4	168.3
1919	164.2	174.4	164.1	168.8	166.9	201.4	205.2	198.5	193.0	174.2	177.0	192.8	233.5	182.0	178.6	218.2	213.3	173.6	223.5	205.5	128.9	145.3	186.9
1920	172.1	177.1	167.7	163.8	151.4	193.7	201.4	193.7	209.9	187.6	183.0	188.2	186.9	197.4	205.4	245.5	216.7	200.0	370.6	352.7	134.7	157.7	203.4
1921	152.8	154.3	147.0	132.5	118.2	166.2	158.2	181.4	186.4	164.0	135.0	153.9	113.0	147.5	176.8	175.8	150.0	109.2	182.4	145.5	128.1	121.8	153.3
1922	147.2	144.8	139.4	123.1	105.8	157.1	147.4	181.4	169.0	147.2	125.1	148.9	107.6	128.7	155.4	154.3	130.0	109.2	164.7	132.7	125.2	121.1	141.6
1923	153.9	150.2	143.4	126.3	106.6	144.8	144.8	169.1	164.3	155.1	144.7	167.0	112.0	134.8	155.4	142.4	130.7	109.2	170.6	183.6	127.8	126.5	146.2
1924	155.9	151.6	145.5	130.0	109.1	146.7	139.6	168.4	165.7	155.1	135.0	159.7	120.3	138.6	157.1	148.5	156.7	116.1	158.8	167.3	131.4	145.3	145.9
1925: Average for year	159.8	155.6	149.5	135.0	114.1	174.3	173.0	195.5	171.8	157.3	143.1	166.1	147.5	151.0	167.9	184.8	180.0	127.6	211.8	130.9	138.8	172.8	157.4
January	152.4	147.1	143.9	128.1	109.9	146.2	149.3	177.0	168.1	156.2	136.6	162.4	144.3	204.4	164.3	181.8	180.0	123.0	147.1	147.3	136.4	173.2	154.3
February	151.6	146.6	143.4	127.5	109.1	144.3	150.4	178.8	169.5	156.2	132.1	164.7	144.3	154.8	169.6	193.9	183.3	124.1	152.9	140.0	137.5	174.8	151.4
March	155.9	150.7	147.0	131.3	111.6	178.1	164.4	190.3	173.2	155.1	144.9	165.2	146.2	113.3	167.9	193.9	183.3	125.3	147.1	140.0	138.1	175.5	151.1
April	159.1	155.2	150.0	135.0	114.1	175.2	172.6	198.9	177.9	158.1	139.2	165.2	146.8	110.4	167.9	184.8	183.3	125.4	141.2	136.4	138.8	174.8	150.8
May	160.6	157.0	150.5	138.1	115.7	171.4	171.9	197.0	177.9	153.9	135.5	164.3	143.0	113.9	167.9	184.8	180.0	126.4	158.8	130.9	139.0	175.2	151.6
June	161.4	157.8	150.5	136.3	114.0	172.4	174.1	197.0	173.2	153.9	137.6	165.2	144.9	122.6	167.9	184.8	180.0	126.4	205.9	130.9	139.3	170.5	155.0
July	166.1	163.7	153.5	140.0	115.7	186.7	180.4	202.2	171.8	155.1	138.9	165.6	148.7	133.9	167.9	184.8	180.0	128.7	258.8	129.1	139.3	170.5	159.9
August	165.4	162.3	153.0	138.1	114.9	190.5	182.6	204.1	170.0	156.2	141.3	166.5	153.8	141.7	167.9	184.8	180.0	129.9	258.8	127.3	139.5	170.8	160.4
September	163.8	159.6	152.0	137.5	114.9	192.4	183.0	204.1	171.8	159.6	145.7	167.4	151.9	150.4	167.9	184.8	180.0	129.9	211.8	127.3	139.3	171.4	159.0
October	162.2	158.7	151.5	137.5	116.5	186.2	183.7	201.9	171.4	160.7	155.1	168.3	152.5	174.8	167.9	178.8	176.7	129.9	217.6	123.6	139.8	171.5	161.6
November	158.7	154.3	149.0	135.0	116.5	178.6	182.2	198.9	168.1	160.7	155.9	169.2	147.5	201.2	167.9	181.8	176.7	131.0	305.9	120.0	139.2	171.8	167.1
December	158.7	154.3	149.5	135.6	116.5	170.0	180.0	197.4	171.4	160.7	153.0	169.7	143.0	191.9	167.9	184.8	173.3	131.0	305.9	121.8	139.3	172.1	165.5
1926: January	160.6	157.0	151.5	138.1	119.8	173.8	178.5	198.1	181.2	159.6	144.7	170.1	141.1	156.2	167.9	187.9	173.3	133.3	341.2	121.8	139.9	172.2	164.3

TREND OF RETAIL PRICES OF FOOD IN THE UNITED STATES, JANUARY, 1917, TO JANUARY, 1926



## Retail Prices of Food in

**A**VERAGE retail food prices are shown in Table 5 for 39 cities <sup>for J</sup>ary 15, 1926. For 12 other cities prices are shown for the same <sup>lates</sup> scheduled by the bureau until after 1913.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL

[Owing to differences in trade practices in the cities included in this table, exact comparisons of prices in the prices shown in this table are computed from reports sent monthly to the bureau by retail dealers.

Article	Unit	Atlanta, Ga.				Baltimore, Md.				Birmingham, Ala.			
		Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.
		1913	1925	15, 1925	15, 1926	1913	1925	15, 1925	15, 1926	1913	1925	15, 1925	15, 1926
Sirloin steak	Pound	Cts. 23.0	Cts. 35.7	Cts. 37.7	Cts. 38.6	Cts. 20.7	Cts. 37.5	Cts. 38.9	Cts. 38.3	Cts. 25.0	Cts. 37.5	Cts. 39.3	Cts. 39.7
Round steak	do.	20.5	32.1	34.0	34.6	19.0	33.3	35.2	34.6	19.6	32.7	34.2	34.7
Rib roast	do.	17.5	26.9	28.2	29.6	17.0	30.5	30.5	29.9	19.9	27.7	28.4	28.4
Chuck roast	do.	13.5	20.8	20.9	21.5	15.0	20.9	21.6	21.6	15.1	22.1	22.6	22.7
Plate beef	do.	9.8	12.1	12.5	13.2	10.8	13.9	14.8	14.7	10.0	13.2	13.9	13.8
Pork chops	do.	21.0	29.3	35.7	36.1	18.0	30.2	35.0	36.0	19.4	30.7	37.3	36.3
Bacon, sliced	do.	32.0	37.8	48.1	47.4	21.3	35.8	44.1	42.5	31.3	41.0	49.1	48.8
Ham, sliced	do.	28.5	47.1	53.3	54.3	29.0	51.3	56.3	56.5	30.0	48.3	53.3	53.3
Lamb, leg of	do.	20.0	37.0	37.9	37.1	17.3	40.5	40.4	39.6	20.0	37.0	37.2	38.6
Hens	do.	19.5	33.1	33.6	38.1	20.0	39.2	38.2	39.8	18.7	33.4	34.6	35.8
Salmon, canned, red	do.		32.2	39.8	39.8		27.5	36.5	36.3		31.4	38.7	41.1
Milk, fresh	Quart	10.0	17.5	19.3	19.3	8.8	13.0	13.0	13.0	10.3	19.0	19.0	19.0
Milk, evaporated	15-16 oz. can		12.9	13.6	13.5		10.9	11.3	11.3		12.4	12.7	12.6
Butter	Pound	42.4	55.4	59.0	58.1	42.8	57.0	63.3	60.4	44.0	56.9	62.0	60.8
Oleomargarine (all butter substitutes).	do.		31.6	32.0	32.8		27.9	30.3	30.6		36.0	36.5	36.8
Cheese	do.	25.0	34.9	35.7	36.4	23.3	35.7	36.6	36.4	23.0	36.2	37.9	38.1
Lard	do.	14.8	22.9	22.4	21.4	14.0	21.6	20.7	20.3	15.3	23.9	22.7	22.9
Vegetable lard substitute.	do.		25.4	24.6	23.3		25.3	24.7	24.3		21.9	22.1	22.0
Eggs, strictly fresh	Dozen	30.6	60.0	68.3	55.6	33.8	72.2	66.1	54.0	33.8	68.0	68.4	57.6
Eggs, storage	do.	25.0	51.3	48.1	42.8	25.0	52.8	46.2	41.4	25.0	52.3	52.2	46.9
Bread	Pound	6.0	10.0	10.4	10.3	5.4	9.1	9.4	9.4	6.4	10.2	10.2	10.3
Flour	do.	3.6	6.6	6.9	7.1	3.2	5.5	5.6	5.9	3.8	6.9	7.1	7.1
Corn meal	do.	2.4	4.7	4.0	4.0	2.6	4.3	4.1	4.0	2.1	4.5	4.3	4.3
Rolled oats	do.		9.7	9.3	9.5		8.5	8.7	8.4		9.6	9.9	10.1
Corn flakes	8-oz. pkg		11.2	11.2	11.6		10.2	10.1	10.1		12.3	12.1	12.2
Wheat cereal	28-oz. pkg		25.8	26.0	26.4		22.8	24.0	24.1		25.5	26.0	26.3
Macaroni	Pound		21.3	21.8	22.0		19.3	19.0	19.4		19.5	19.1	19.0
Rice	do.	8.6	10.0	11.0	11.5	9.0	10.3	11.0	10.8	8.2	11.1	11.8	12.1
Beans, navy	do.		12.3	11.9	11.0		9.4	8.8	8.7		12.2	11.5	11.5
Potatoes	do.	2.0	3.2	6.4	7.3	1.7	2.4	5.4	6.1	1.9	3.8	6.1	6.7
Onions	do.		7.9	7.9	8.1		5.8	5.8	5.7		7.3	7.7	7.9
Cabbage	do.		6.4	5.2	7.9		4.5	4.5	6.4		5.8	5.4	6.7
Beans, baked	No. 2 can		12.2	12.3	12.3		11.6	11.3	10.8		13.3	12.6	12.7
Corn, canned	do.		16.8	18.1	17.7		16.7	15.8	15.5		18.8	18.4	18.1
Peas, canned	do.		19.0	18.4	19.8		16.9	15.5	15.8		22.5	22.4	21.8
Tomatoes, canned	do.		13.4	12.7	11.9		12.0	10.3	10.6		12.8	11.9	11.9
Sugar, granulated	Pound	6.1	8.8	7.1	7.2	5.1	7.4	6.1	6.0	5.7	8.8	7.3	7.3
Tea	do.	60.0	93.8	100.8	103.5	56.0	70.3	76.9	73.0	61.3	90.7	92.1	92.4
Coffee	do.	32.0	50.4	50.7	51.0	25.2	49.0	48.6	48.4	28.8	53.4	54.0	54.1
Prunes	do.		16.4	17.1	17.4		16.2	15.4	15.0		20.4	19.6	19.3
Raisins	do.		16.0	15.5	15.7		12.9	13.2	13.5		15.9	15.2	15.4
Bananas	Dozen		25.5	28.5	27.8		27.1	25.9	25.1		36.8	37.8	39.7
Oranges	do.		31.2	40.0	38.2		43.5	48.3	46.2		39.5	46.4	44.0

<sup>1</sup> The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.



51 Cities on Specified Dates

for January 15, 1913, January 15 and December 15, 1925, and January 15, 1926, with the exception of January, 1913, as these cities were not

ARTICLES OF FOOD IN 51 CITIES ON SPECIFIED DATES

same city with those in another can not be made for some articles, particularly meats and vegetables. Also, as some dealers occasionally fail to report, the number of quotations varies from month to month]

Boston, Mass.				Bridgeport, Conn.				Buffalo, N. Y.				Butte, Mont.				Charleston, S. C.			
Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926		
1913	1925						1913	1925						1913	1925				
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.		
135.2	61.7	66.1	65.1	46.5	48.7	49.0	20.3	37.0	38.9	40.5	28.0	28.5	30.4	21.2	32.8	32.3	32.5		
32.0	48.5	51.5	52.4	39.6	41.7	41.5	18.3	31.3	33.2	35.0	24.2	25.0	25.8	20.0	30.0	30.0	30.5		
23.4	38.2	41.0	39.8	34.8	36.9	36.9	17.0	28.7	29.2	29.6	24.6	24.6	26.2	19.4	26.5	26.4	27.0		
16.3	24.8	28.3	28.0	25.4	27.7	27.5	14.7	21.6	22.3	22.9	16.7	17.2	18.3	14.5	19.2	18.8	20.2		
	17.0	19.2	20.2	10.5	11.9	12.0	10.7	12.5	14.1	14.0	11.9	11.7	12.3	11.4	14.4	13.8	14.7		
20.0	34.0	37.8	39.2	32.1	37.2	37.8	18.0	33.4	37.9	40.0	29.4	33.1	34.8	22.8	30.4	33.5	34.8		
24.4	40.1	48.5	47.4	43.9	51.6	52.4	20.3	35.3	44.7	45.1	48.3	56.0	56.4	23.3	35.5	44.3	43.5		
28.3	53.0	58.5	57.7	52.3	56.3	57.3	24.0	46.5	50.9	51.5	51.8	56.8	58.8	26.0	45.5	48.9	48.2		
21.3	40.8	40.5	40.8	40.0	40.4	40.1	17.5	34.1	35.6	36.1	36.6	35.2	35.4	20.0	41.3	42.9	42.5		
22.0	39.0	40.2	41.8	38.5	40.1	41.6	19.0	39.1	37.5	41.9	30.5	30.8	34.9	21.2	34.5	36.8	36.4		
	30.2	36.5	36.8	28.7	33.2	34.0		28.8	37.7	38.6	38.8	30.6	29.9		29.9	39.1	38.3		
8.9	14.9	14.8	14.9	15.0	16.0	16.0	8.0	14.0	13.4	13.2	14.3	14.3	14.3	11.7	18.0	18.0	18.0		
	11.5	12.3	12.3	11.2	11.5	11.6		10.8	11.4	11.4	10.8	11.0	11.3		10.9	11.9	11.8		
38.5	55.6	59.3	57.6	52.4	59.2	57.7	40.2	51.7	60.2	56.4	52.4	56.9	53.2	40.2	52.4	57.5	56.5		
	31.1	30.0	31.3	29.2	29.9	30.1		29.1	30.0	30.4	32.7	32.5			31.7	32.1	31.8		
23.1	37.5	39.7	39.8	37.7	39.6	40.1	21.5	36.6	38.2	38.0	36.4	37.0	36.7	20.5	33.2	35.2	35.0		
15.4	23.7	22.6	22.4	21.8	22.1	21.3	14.1	21.9	21.4	21.1	26.1	25.7	25.2	13.9	23.7	23.7	22.6		
	24.6	25.9	25.3	25.7	25.5	25.5		25.5	26.3	26.5	28.4	27.5	29.3		24.5	24.6	24.0		
41.0	86.2	85.1	65.8	82.7	83.3	70.7	37.7	79.9	71.9	57.2	74.3	70.2	59.1	32.5	62.5	53.0	57.6		
26.4	58.6	54.7	47.3	54.5	50.8	46.5	23.3	54.1	46.4	43.6	45.0	44.2	35.8	24.8	52.3	45.1	43.7		
5.9	8.8	9.1	9.1	8.7	9.0	9.0	5.6	8.8	9.0	9.0	9.8	9.8	9.8	6.0	10.8	10.8	10.8		
3.7	6.6	6.7	6.9	6.0	6.0	6.2	2.9	5.9	5.7	5.8	6.2	6.1	6.1	3.7	7.1	7.4	7.5		
3.5	6.4	6.5	6.6	7.5	7.7	7.9	2.5	5.0	5.2	5.3	6.1	6.0	6.0	2.3	4.1	4.1	4.0		
	9.3	9.2	9.1	8.2	8.7	8.8		8.2	9.0	8.7	7.8	7.5	7.2		9.4	9.4	9.5		
	11.0	11.0	11.0	10.4	10.6	10.5		10.2	10.4	10.5	11.7	12.4	12.4		11.5	11.8	11.7		
	24.0	25.2	25.1	23.6	25.1	24.6		24.2	24.2	24.5	26.8	27.6	28.1		25.0	26.6	26.6		
	22.6	23.1	23.2	23.4	22.7	22.9		21.1	22.1	21.7	19.6	20.2	19.5		19.1	19.1	19.0		
9.2	11.3	12.4	12.6	11.1	11.5	11.5	9.3	10.2	11.2	11.5	11.3	12.0	12.2	5.5	8.2	9.0	9.5		
	10.8	10.8	10.8	10.5	10.3	10.1		10.1	9.9	9.9	11.0	10.2	10.6		11.0	10.6	10.5		
1.7	2.0	5.1	6.1	2.0	5.2	5.9	1.4	1.6	4.8	5.7	2.1	3.6	3.7	2.0	2.7	5.7	6.8		
	6.3	6.2	6.4	5.3	5.8	5.9		5.9	6.5	6.8	5.2	4.5	4.6		6.3	5.9	6.6		
	5.0	5.2	6.2	4.3	5.0	5.7		3.4	3.7	4.7	6.3	3.4	4.2		4.5	4.2	6.6		
	14.0	13.6	13.9	12.3	12.0	11.5		10.6	10.3	10.3	14.8	15.0	14.8		10.5	10.3	10.2		
	20.1	19.3	19.8	20.3	19.4	20.0		16.5	16.3	16.1	16.9	16.0	16.4		16.5	15.7	16.0		
	22.0	21.1	21.0	22.1	21.1	21.7		16.5	16.1	16.3	16.9	16.4	15.8		19.6	17.5	17.9		
	13.7	12.4	12.7	14.9	13.1	12.7		14.3	13.9	13.9	14.3	14.5	14.7		11.8	10.6	10.4		
5.8	8.1	6.7	6.6	7.6	6.3	6.2	5.5	7.5	6.4	6.4	9.6	7.7	7.7	5.3	7.9	6.4	6.5		
58.6	74.2	76.0	77.4	59.7	61.1	61.3	45.0	64.7	68.6	69.2	81.9	83.3	83.8	50.0	71.9	75.8	79.0		
33.0	56.9	56.0	56.0	49.0	48.6	48.6	29.3	49.4	49.4	49.9	55.9	56.6	56.8	26.0	45.3	45.6	46.1		
	17.6	17.0	17.6	18.0	17.1	16.5		17.2	16.5	16.7	18.0	17.8	18.0		16.2	15.8	16.6		
	13.8	14.2	14.0	14.6	13.8	13.9		13.8	14.0	14.1	15.8	14.6	14.9		14.3	14.3	14.3		
	51.0	43.5	45.0	40.7	34.4	36.7		45.9	42.6	45.0	16.5	14.6	15.1		32.1	39.2	34.3		
	47.3	51.3	52.2	46.4	52.5	52.5		51.5	52.1	51.1	48.0	55.0	48.5		28.8	36.1	31.0		

\*Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTICLES

Article	Unit	Chicago, Ill.				Cincinnati, Ohio				Cleveland, Ohio			
		Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.
		1913	1925	15, 1925	15, 1926	1913	1925	15, 1925	15, 1926	1913	1925	15, 1925	15, 1926
Sirloin steak	Pound	Cts. 21.0	Cts. 41.0	Cts. 44.7	Cts. 44.1	Cts. 21.0	Cts. 35.0	Cts. 35.9	Cts. 36.9	Cts. 22.3	Cts. 36.4	Cts. 36.5	Cts. 37.0
Round steak	do	18.2	31.2	35.2	34.7	18.8	31.0	32.0	33.2	18.8	29.7	30.2	31.0
Rib roast	do	18.2	31.3	34.3	34.7	18.3	27.6	28.5	29.7	17.8	25.9	26.1	26.9
Chuck roast	do	14.3	21.1	24.5	24.8	13.6	18.4	20.2	20.7	14.7	20.5	21.6	22.2
Plate beef	do	10.9	12.5	14.5	14.5	10.0	14.6	15.4	15.1	10.4	12.0	12.9	13.5
Pork chops	do	16.0	27.4	32.4	33.8	18.6	25.7	32.0	34.7	17.5	31.7	34.8	36.8
Bacon, sliced	do	31.3	43.0	52.7	51.9	22.4	35.4	41.9	41.7	23.9	41.3	49.0	49.5
Ham, sliced	do	30.8	48.4	54.0	52.5	25.3	48.3	51.0	52.5	32.0	48.9	54.5	55.8
Lamb, leg of	do	18.7	36.6	39.2	39.0	16.2	35.6	35.9	36.4	17.3	37.6	37.1	37.4
Hens	do	17.4	34.3	35.6	39.0	21.6	36.7	34.1	39.3	19.3	38.6	37.8	43.0
Salmon, canned, red	do		32.9	38.3	38.2		28.9	36.0	36.1		30.3	37.0	37.8
Milk, fresh	Quart	8.0	14.0	14.0	14.0	8.0	12.0	12.0	12.0	8.8	14.0	14.8	14.7
Milk, evaporated	15-16 oz. can		10.6	10.9	10.9		10.6	10.8	10.9		10.6	11.4	11.5
Butter	Pound	39.9	47.7	56.3	51.3	41.4	51.2	57.3	53.5	41.8	51.0	59.9	55.9
Oleomargarine (all butter substitutes)	do		27.6	29.3	28.8		31.2	32.2	31.8		31.3	33.1	33.6
Cheese	do	25.0	40.1	42.0	41.5	21.6	35.7	36.8	36.0	23.0	34.1	38.3	38.5
Lard	do	14.8	22.8	22.2	22.2	13.3	21.5	20.3	20.0	15.8	24.0	23.1	22.9
Vegetable lard substitute	do		26.5	26.7	26.7		25.6	25.9	25.9		27.2	27.4	27.3
Eggs, strictly fresh	Dozen	32.7	73.0	60.8	52.8	30.3	67.9	59.1	49.0	35.0	74.3	67.4	55.5
Eggs, storage	do	23.8	53.7	45.2	40.2	23.3	50.7	45.0	38.1	24.5	55.5	49.6	40.8
Bread	Pound	6.1	10.1	9.8	9.8	4.8	8.5	9.2	9.2	5.5	8.0	8.0	8.1
Flour	do	2.8	5.7	5.7	5.9	3.4	5.9	6.0	6.2	3.2	6.0	5.9	6.0
Corn meal	do	2.9	6.5	6.5	6.2	2.6	4.5	4.4	4.2	2.8	5.3	5.6	5.5
Rollod oats	do		8.4	8.5	8.4		8.6	8.6	8.6		8.8	9.3	9.4
Corn flakes	8-oz. pkg		10.2	10.1	10.0		10.2	10.2	10.2		10.9	11.4	11.3
Wheat cereal	28-oz. pkg		24.3	24.7	24.4		23.4	24.3	24.4		24.9	25.1	25.5
Macaroni	Pound		20.1	20.0	19.0		18.3	20.1	18.2		21.1	21.4	21.8
Rice	do	9.0	11.5	11.7	11.5	8.8	10.8	11.2	10.8	8.5	10.6	11.9	11.8
Beans, navy	do		9.9	9.7	9.6		8.5	8.3	8.3		9.6	8.9	8.8
Potatoes	do	1.3	2.3	4.9	5.8	1.4	2.3	5.5	6.0	1.4	2.3	4.5	5.5
Onions	do		5.7	5.7	5.7		5.1	5.6	5.8		5.1	5.2	5.3
Cabbage	do		4.2	4.9	5.3		4.0	4.6	6.3		4.4	4.7	5.7
Beans, baked	No. 2 can		12.4	12.8	12.8		11.4	11.3	11.5		12.0	13.0	13.1
Corn, canned	do		17.9	17.3	17.1		15.8	15.6	15.9		17.8	17.8	18.0
Peas, canned	do		17.9	17.8	17.5		17.3	17.6	17.4		16.9	17.9	18.3
Tomatoes, canned	do		14.8	14.1	14.1		13.6	12.9	12.6		14.5	13.8	14.2
Sugar, granulated	Pound	5.3	7.6	6.4	6.5	5.7	8.1	6.7	6.8	5.6	8.3	7.0	6.9
Tea	do	53.3	73.3	74.8	72.2	60.0	75.0	76.5	77.3	50.0	67.1	79.7	78.8
Coffee	do	30.0	52.6	52.1	51.6	25.6	45.7	46.0	46.5	26.5	52.9	53.9	54.1
Prunes	do		19.3	18.6	18.1		17.7	17.8	17.3		17.3	17.3	17.2
Raisins	do		15.9	15.1	15.3		14.3	14.3	14.3		14.8	14.1	14.3
Bananas	Dozen		42.0	42.1	43.1		40.0	38.5	37.3		49.0	47.5	42.5
Oranges	do		50.2	56.4	51.3		36.9	42.7	41.3		51.5	51.5	48.9

<sup>1</sup> The steak for which prices are here quoted is called "rump" in this city, but in most of the other cities included in this report, it would be known as "porterhouse" steak.

## CITIES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

Columbus, Ohio			Dallas, Tex.			Denver, Colo.			Detroit, Mich.			Fall River, Mass.		
Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926
			1923	1925			1913	1925			1913	1925		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
37.5	37.3	37.2	19.6	33.5	33.3	33.8	22.0	28.5	29.9	31.3	22.8	37.4	40.2	41.0
31.8	32.4	32.8	18.8	29.7	30.3	30.7	19.0	24.8	26.3	27.6	18.0	30.1	32.5	33.5
28.9	29.1	29.6	17.6	27.3	27.3	26.6	15.9	20.4	22.2	23.2	18.0	27.3	30.2	30.1
21.6	22.3	23.5	15.4	21.0	21.4	21.4	14.0	16.6	17.4	18.2	14.5	20.2	21.7	22.5
14.8	15.4	15.4	11.8	15.7	15.8	15.0	9.1	9.6	10.5	11.1	10.6	12.3	13.7	14.2
29.2	32.9	34.1	20.0	32.0	34.9	34.7	17.5	27.0	33.2	33.4	16.5	30.4	36.8	39.4
42.6	48.9	47.6	36.0	39.7	48.0	46.1	26.3	43.0	50.2	49.3	21.0	40.6	50.7	50.7
45.6	52.7	52.2	28.8	49.4	56.7	56.4	27.0	49.3	55.7	54.5	23.5	51.9	57.2	57.7
40.6	41.7	43.3	20.5	42.9	43.9	43.0	15.0	35.2	35.4	36.2	16.0	37.9	40.5	42.0
35.0	36.8	39.1	17.9	31.2	29.5	32.5	20.4	28.4	29.6	31.8	18.8	38.6	37.9	42.0
32.4	39.3	39.4	-----	31.8	40.3	41.2	-----	32.9	38.4	37.8	-----	30.4	39.4	39.6
11.0	12.0	12.0	10.0	15.0	15.0	15.0	8.4	11.8	12.0	12.0	9.0	14.0	14.0	14.0
10.8	11.3	11.5	-----	13.5	13.5	13.4	-----	10.6	11.2	11.2	-----	10.6	11.0	11.2
49.3	57.5	52.6	40.0	53.0	57.2	55.7	40.0	48.6	55.8	50.6	39.7	50.5	58.1	54.8
30.0	31.5	31.2	-----	33.1	34.1	34.1	-----	29.9	30.5	29.8	-----	29.1	30.4	30.3
35.5	37.6	38.3	20.0	35.1	37.1	37.5	26.1	37.6	39.3	39.3	21.3	35.9	37.9	37.5
22.2	20.2	19.3	16.2	24.7	26.3	26.9	15.6	23.8	24.0	23.7	15.6	23.3	22.9	23.0
25.7	25.9	26.1	-----	23.6	23.9	23.1	-----	25.2	24.7	23.4	-----	25.9	27.0	27.2
69.9	59.7	48.6	34.0	72.9	63.9	53.9	37.0	70.9	60.7	49.4	35.0	72.9	70.5	57.1
50.2	45.7	42.2	30.0	65.0	53.0	41.0	25.0	57.1	42.7	33.9	25.2	54.6	46.9	42.3
7.9	8.1	8.1	5.5	8.8	8.6	8.6	5.4	8.1	8.4	8.4	5.6	8.8	8.7	8.7
5.9	6.2	6.2	3.3	5.7	5.9	6.0	2.6	5.2	5.3	5.4	3.1	5.7	5.9	6.0
4.5	3.8	3.8	2.7	4.9	4.7	4.7	2.5	4.5	4.4	4.3	2.8	5.3	5.8	5.6
9.4	9.5	9.4	-----	10.5	9.9	10.1	-----	9.0	8.7	8.9	-----	9.2	9.5	9.4
10.5	10.8	10.8	-----	11.2	11.0	11.1	-----	11.9	12.0	11.8	-----	10.6	10.6	10.7
23.9	24.6	24.3	-----	26.2	27.2	27.3	-----	24.7	25.5	26.0	-----	24.1	25.5	25.8
20.3	23.7	23.3	-----	21.4	21.6	21.2	-----	19.2	19.2	19.1	-----	20.1	21.7	21.9
11.3	12.5	13.3	9.3	12.7	12.5	13.1	8.6	10.4	11.6	11.6	8.4	10.8	11.9	12.0
9.4	8.6	8.7	-----	12.2	11.7	11.4	-----	10.9	10.4	10.2	-----	8.7	9.0	8.9
2.2	5.2	5.8	2.0	4.7	5.8	6.3	1.2	2.4	4.5	4.8	1.3	1.6	4.5	5.7
6.5	6.4	6.3	-----	7.5	7.0	7.4	-----	5.0	4.8	4.7	-----	5.2	5.3	5.4
4.5	4.7	5.6	-----	6.1	5.5	7.7	-----	4.4	3.4	4.3	-----	3.6	3.8	6.3
13.3	13.1	12.5	-----	14.3	14.3	14.3	-----	13.9	13.6	13.3	-----	11.5	11.8	11.9
16.1	15.5	15.8	-----	18.5	18.0	18.4	-----	17.6	15.9	15.6	-----	16.8	16.4	15.9
16.3	15.8	15.4	-----	22.0	21.2	21.4	-----	17.0	16.5	16.1	-----	17.8	17.2	16.6
14.4	14.1	14.2	-----	14.7	13.2	12.6	-----	14.8	14.1	13.9	-----	13.6	13.4	13.2
8.3	7.1	6.9	6.5	9.1	7.4	7.6	5.8	8.8	6.8	6.7	5.2	7.8	6.9	7.0
80.8	85.2	88.4	66.7	102.6	104.2	106.1	52.8	60.4	67.8	67.7	43.3	62.8	73.1	71.6
52.3	51.6	51.3	36.7	58.9	59.8	59.6	29.4	51.8	51.8	52.3	29.3	50.9	52.0	52.0
18.3	18.1	18.0	-----	20.0	21.1	21.1	-----	19.3	18.1	18.4	-----	18.9	18.7	18.5
14.9	14.8	14.7	-----	16.1	16.7	16.7	-----	14.7	14.7	14.3	-----	14.8	14.9	15.5
39.4	36.5	38.3	-----	33.0	38.8	38.3	-----	14.6	11.5	12.1	-----	35.6	35.0	35.0
45.5	50.5	49.3	-----	52.0	60.1	57.0	-----	46.0	47.8	43.9	-----	50.9	50.0	49.9

\*Per pound.



TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Houston, Tex.			Indianapolis, Ind.				Jacksonville, Fla.			
		Jan.	Dec.	Jan.	Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.
		15, 1925	15, 1925	15, 1926	1913	1925	15, 1925	15, 1926	1913	1925	15, 1925	15, 1926
Sirloin steak	Pound	Cts. 30.5	Cts. 30.8	Cts. 31.7	Cts. 23.5	Cts. 34.6	Cts. 36.9	Cts. 36.4	Cts. 26.0	Cts. 34.5	Cts. 35.5	Cts. 37.8
Round steak	do.	30.2	30.0	30.0	20.3	32.7	34.3	35.1	20.3	28.6	30.6	32.2
Rib roast	do.	24.6	23.8	25.0	16.3	25.8	28.0	28.8	23.3	26.3	26.8	27.6
Chuck roast	do.	18.8	19.2	19.0	14.3	21.0	23.6	24.4	14.0	18.3	20.6	19.8
Plate beef	do.	16.1	15.6	16.2	10.6	13.7	14.9	15.3	11.2	11.5	11.5	11.8
Pork chops	do.	29.6	34.6	34.6	18.0	28.0	34.3	34.6	22.3	30.4	36.0	36.1
Bacon, sliced	do.	42.0	49.5	48.9	27.7	36.7	45.7	44.6	26.8	35.9	47.4	48.7
Ham, sliced	do.	48.2	51.3	50.8	28.8	47.1	53.5	55.2	25.7	45.4	53.0	52.2
Lamb, leg of	do.	33.3	36.0	36.0	17.7	41.7	41.7	42.5	20.3	40.0	38.8	41.7
Hens	do.	33.5	35.8	37.4	20.0	32.7	34.7	38.7	22.0	36.8	38.5	39.9
Salmon, canned, red	do.	30.5	35.0	35.1	---	34.3	32.9	35.6	---	30.8	38.8	38.4
Milk, fresh	Quart.	16.0	17.3	17.3	8.0	12.0	12.0	12.0	12.4	19.3	22.0	22.0
Milk, evaporated	15-16 oz. can.	11.8	11.5	11.5	---	10.3	10.7	10.8	---	11.8	12.3	12.5
Butter	Pound	51.8	57.6	54.9	40.7	50.9	57.0	53.9	43.4	54.3	59.8	58.6
Oleomargarine (all butter substitutes).	do.	31.5	31.3	31.5	---	31.1	32.2	32.2	---	30.6	30.9	32.2
Cheese	do.	33.2	34.5	34.5	21.0	34.9	37.2	37.1	22.5	34.1	35.3	35.3
Lard	do.	22.9	24.2	24.7	15.0	21.3	19.8	19.8	15.0	22.8	23.8	23.8
Vegetable lard substitute	do.	19.2	17.5	17.4	---	25.8	26.4	26.4	---	24.8	24.5	24.4
Eggs, strictly fresh	Dozen	81.4	61.7	49.4	34.2	67.6	61.4	50.6	38.3	62.8	72.2	66.4
Eggs, storage	do.	62.0	46.4	40.5	23.7	54.0	49.8	42.7	30.0	50.1	50.4	45.3
Bread	Pound	8.9	8.9	9.0	5.1	8.5	8.1	8.1	6.5	11.1	11.0	11.0
Flour	do.	6.0	6.0	6.0	3.2	6.0	5.9	5.9	3.7	6.3	6.8	6.9
Corn meal	do.	5.0	4.7	4.2	2.6	4.6	4.4	4.2	2.8	4.4	4.2	4.2
Rolled oats	do.	9.3	9.1	9.1	---	7.4	8.1	8.1	---	9.5	9.6	9.6
Corn flakes	8-oz. pkg.	11.5	11.8	11.8	---	10.1	10.1	10.1	---	11.2	11.2	11.3
Wheat cereal	28-oz. pkg.	25.0	25.7	25.7	---	24.5	25.1	24.6	---	24.9	24.8	24.7
Macaroni	Pound	18.8	19.2	18.9	---	19.9	20.6	18.9	---	20.7	20.3	20.4
Rice	do.	9.5	9.8	9.8	9.2	11.0	11.3	11.3	6.6	9.8	10.9	11.2
Beans, navy	do.	11.1	10.2	10.0	---	9.3	8.8	8.9	---	10.7	11.0	11.2
Potatoes	do.	4.5	6.2	6.3	1.3	2.0	4.9	5.9	2.3	2.9	6.3	7.7
Onions	do.	7.1	6.7	6.3	---	5.5	6.1	6.2	---	7.0	8.1	8.3
Cabbage	do.	6.7	6.1	7.0	---	4.2	4.4	5.5	---	4.7	6.5	7.2
Beans, baked	No. 2 can.	13.0	12.5	12.4	---	12.8	11.6	11.2	---	11.5	11.5	11.3
Corn, canned	do.	18.2	16.3	15.8	---	16.3	15.9	15.2	---	20.5	19.2	19.2
Peas, canned	do.	17.7	15.8	14.6	---	16.8	16.7	15.6	---	20.2	19.9	19.9
Tomatoes, canned	do.	13.3	10.8	10.8	---	14.6	14.2	13.5	---	12.3	11.0	11.2
Sugar, granulated	Pound	7.8	6.7	6.8	6.3	8.2	6.9	7.0	6.4	8.4	7.2	7.2
Tea	do.	76.9	74.2	83.0	60.0	79.3	80.0	82.9	60.0	96.4	97.5	94.9
Coffee	do.	48.2	46.3	45.5	31.3	50.7	51.4	50.8	34.5	52.2	51.5	51.6
Prunes	do.	16.7	16.8	16.7	---	19.6	20.0	20.0	---	17.6	18.4	18.4
Raisins	do.	15.3	14.4	14.6	---	15.7	15.7	16.4	---	15.5	16.5	16.5
Bananas	Dozen	30.0	30.0	29.0	---	30.0	30.0	30.9	---	24.4	29.2	32.0
Oranges	do.	44.1	44.4	44.4	---	37.8	44.0	44.4	---	23.3	36.9	35.0

<sup>1</sup> The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report, it would be known as "porterhouse" steak.

# RETAIL PRICES OF FOOD

41

PRICES OF FOOD IN 31 CITIES ON SPECIFIED DATES—Continued

Kansas City, Mo.				Little Rock, Ark.				Los Angeles, Calif.				Louisville, Ky.				Manchester, N. H.			
Jan. 15—		Dec. 15, 1925		Jan. 15, 1926		Jan. 15—		Dec. 15, 1925		Jan. 15, 1926		Jan. 15—		Dec. 15, 1925		Jan. 15, 1926		Jan. 15—	
1913	1925			1913	1925	1913	1925	1913	1925	1913	1925	1913	1925	1913	1925	1913	1925	1913	1925
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
21.8	36.2	38.0	37.7	23.3	31.9	32.7	33.8	22.2	35.5	35.7	36.4	20.6	31.1	32.5	33.2	33.6	55.1	57.9	56.8
19.5	30.0	31.2	31.1	19.2	28.5	29.1	30.4	20.0	28.2	29.3	29.6	17.5	28.0	28.2	28.8	27.6	43.8	44.9	45.2
16.7	25.6	26.3	26.4	17.7	24.3	26.5	26.5	17.4	28.5	28.5	28.8	18.1	24.1	24.4	24.7	18.4	27.3	28.1	28.3
14.0	18.2	19.4	19.5	15.0	18.6	19.1	18.2	14.7	18.8	19.2	20.3	13.0	17.7	18.6	18.3	16.4	20.6	22.8	22.9
10.3	11.2	12.5	12.9	12.5	15.0	14.7	14.8	11.8	13.4	13.7	14.7	10.6	14.1	15.0	15.2	-----	15.1	15.7	16.2
18.0	28.0	32.5	34.1	19.3	28.4	34.1	34.2	24.4	38.9	40.7	41.9	18.0	26.5	32.0	32.8	17.6	31.3	35.4	35.9
28.2	42.3	49.8	49.0	33.8	39.1	48.3	48.2	33.8	49.5	57.5	57.0	27.5	35.0	46.4	46.1	22.2	36.4	43.1	42.0
26.4	47.2	55.0	54.3	28.3	47.2	50.4	50.0	35.0	58.1	66.4	67.1	27.0	41.6	48.3	47.9	25.4	41.0	45.3	44.0
16.1	36.4	33.5	33.9	19.2	41.4	37.9	40.0	17.4	37.3	37.4	37.7	16.9	36.5	39.5	39.0	17.0	39.1	37.3	38.3
16.0	31.0	32.4	34.4	17.2	30.2	29.9	30.5	26.8	41.2	42.6	42.9	20.6	35.3	38.0	38.8	23.2	42.3	41.4	42.1
-----	34.4	38.2	37.5	-----	31.9	38.0	38.0	-----	32.5	35.0	34.8	-----	29.9	35.9	36.1	-----	30.5	37.8	39.1
8.7	13.0	13.0	13.0	10.0	15.7	15.0	15.0	10.0	14.1	15.0	15.0	8.8	13.0	14.0	13.8	8.0	13.0	14.0	14.0
40.0	11.6	11.8	11.8	-----	12.0	12.3	12.4	-----	9.9	10.2	10.2	-----	11.7	11.6	11.9	-----	12.6	13.0	13.1
-----	51.6	56.8	54.0	45.0	53.5	58.9	56.1	44.5	53.6	58.9	54.3	41.3	52.6	58.1	55.6	41.2	54.6	59.9	57.2
-----	28.1	27.9	28.0	-----	30.4	29.4	31.1	-----	30.7	33.7	34.0	-----	31.2	32.8	34.5	-----	26.7	27.5	27.5
21.5	37.6	36.9	36.4	21.7	36.3	38.5	37.2	19.5	37.3	39.7	40.0	20.8	36.3	37.2	38.1	21.3	36.1	38.4	36.9
15.9	23.1	22.3	21.9	14.8	23.5	24.4	23.4	18.0	23.3	24.5	24.4	15.5	21.6	21.6	21.2	16.0	21.8	21.4	21.3
-----	26.9	27.8	27.2	-----	23.9	22.5	23.6	-----	26.0	25.8	25.7	-----	28.0	28.2	28.2	-----	25.3	26.3	26.3
31.3	67.8	58.9	47.4	33.3	64.7	57.5	49.1	41.0	61.4	55.5	42.9	30.0	66.8	60.0	50.7	37.2	73.6	75.5	58.5
25.0	55.6	44.6	37.7	25.0	54.8	48.5	42.3	30.0	49.0	46.1	36.5	24.2	45.0	48.7	43.7	25.0	46.7	49.5	44.6
5.9	9.4	9.8	9.9	6.0	8.7	8.8	8.7	6.2	9.4	9.3	8.6	5.7	9.3	9.3	9.3	5.9	8.3	8.6	8.7
3.1	5.9	6.1	6.2	3.6	6.5	6.6	6.8	3.4	5.9	5.7	5.9	3.5	6.8	6.8	7.1	3.4	6.2	6.3	6.5
2.5	5.8	5.5	5.1	2.4	4.4	4.1	4.2	3.3	5.6	5.4	5.2	2.2	4.6	4.0	4.1	3.8	5.6	5.3	5.2
-----	9.3	9.2	9.2	-----	10.0	10.5	10.2	-----	9.7	10.0	9.7	-----	8.5	8.8	8.6	-----	8.8	8.8	9.0
-----	11.6	12.4	12.2	-----	11.6	12.3	12.5	-----	10.3	10.1	10.2	-----	10.6	10.5	10.7	-----	10.9	11.3	11.4
-----	25.4	26.7	26.9	-----	24.9	24.6	24.8	-----	23.4	24.8	24.7	-----	24.1	24.3	24.3	-----	24.5	25.0	25.2
-----	20.6	21.1	20.1	-----	21.4	20.6	20.8	-----	16.9	17.4	17.5	-----	19.2	18.4	19.5	-----	24.5	24.5	24.5
8.7	10.5	10.8	11.0	8.3	10.1	10.0	10.0	7.7	11.1	11.0	11.1	8.1	10.4	11.6	11.2	8.5	10.4	11.3	11.1
-----	10.1	9.8	9.7	-----	10.5	9.9	9.9	-----	10.2	9.5	9.8	-----	8.9	8.4	8.4	-----	9.6	9.4	9.3
1.5	2.4	5.0	5.6	1.7	3.1	5.8	6.3	1.1	3.8	5.2	5.5	1.6	2.2	5.1	6.0	1.5	1.7	4.7	5.9
-----	7.6	6.6	6.8	-----	7.8	7.0	7.2	-----	8.0	5.8	6.3	-----	5.5	5.4	5.8	-----	5.3	4.9	5.3
-----	4.3	5.3	6.4	-----	5.4	5.8	6.9	-----	5.1	4.9	4.9	-----	4.6	5.1	6.4	-----	3.9	3.4	4.6
-----	14.0	13.6	13.5	-----	12.7	12.0	11.9	-----	12.4	11.6	11.6	-----	11.9	11.0	11.0	-----	14.4	14.3	14.1
-----	16.9	15.6	15.4	-----	19.4	18.2	16.9	-----	17.3	16.6	16.2	-----	17.6	17.8	17.5	-----	18.5	18.2	18.1
-----	16.4	16.0	15.7	-----	19.5	19.1	18.7	-----	19.2	18.4	18.0	-----	17.6	17.3	16.1	-----	20.8	19.6	19.4
-----	14.3	12.9	12.4	-----	14.0	12.7	12.2	-----	15.9	15.9	15.6	-----	12.8	12.2	12.0	-----	14.1	13.5	13.5
5.9	8.5	7.0	6.9	5.9	8.8	7.7	7.5	5.9	7.7	6.5	6.6	5.5	8.3	7.0	7.1	5.8	8.1	6.9	6.7
54.0	81.6	79.7	79.4	50.0	98.1	101.9	103.9	54.5	76.0	75.9	73.9	60.0	75.7	78.5	80.4	45.0	60.6	62.2	63.7
27.8	54.8	53.5	53.6	30.8	56.2	55.5	56.2	36.3	54.2	54.3	54.6	27.5	52.1	50.0	50.7	32.0	52.8	52.5	52.5
-----	17.8	17.5	17.8	-----	17.9	17.7	18.5	-----	15.6	15.7	16.6	-----	16.0	16.4	16.9	-----	15.9	15.8	15.7
-----	15.9	15.5	15.4	-----	16.4	15.8	15.7	-----	12.1	12.3	12.5	-----	14.8	14.2	14.8	-----	14.5	14.4	14.5
-----	14.0	10.7	11.5	-----	10.2	9.4	8.9	-----	9.9	10.6	9.8	-----	34.3	38.0	35.8	-----	10.3	8.5	9.9
-----	52.0	51.1	47.8	-----	45.7	48.7	45.1	-----	41.3	45.3	43.1	-----	34.4	45.4	40.3	-----	43.9	49.5	45.7

<sup>1</sup> No. 2½ can.

<sup>2</sup> Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Memphis, Tenn.				Milwaukee, Wis.				Minneapolis, Minn.									
		Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926						
		1913	1925			1913	1925			1913	1925								
Sirloin steak	Pound	20.0	33.0	34.3	35.3	20.5	36.3	36.7	37.3	20.0	28.4	30.2	30.9						
Round steak	do.	16.8	29.3	31.0	31.7	18.5	31.8	32.7	33.5	17.7	24.8	26.7	27.8						
Rib roast	do.	18.2	24.4	25.8	26.4	17.3	26.5	26.6	28.2	16.5	23.9	23.8	24.7						
Chuck roast	do.	13.9	17.4	18.8	19.2	15.0	21.9	22.8	23.5	14.1	17.8	18.3	19.4						
Plate beef	do.	10.1	13.4	14.5	14.6	10.5	13.1	13.9	14.1	9.0	9.8	10.8	11.2						
Pork chops	do.	18.6	25.1	31.7	31.1	15.3	27.6	31.9	33.9	16.3	27.3	32.5	33.2						
Bacon, sliced	do.	29.1	36.4	43.3	42.8	25.5	38.9	46.8	46.7	25.0	42.8	49.3	48.4						
Ham, sliced	do.	26.4	45.0	50.4	49.6	26.0	44.0	49.2	49.8	27.5	46.9	50.3	50.4						
Lamb, leg of	do.	20.1	36.0	38.1	39.6	18.5	38.8	38.4	40.5	13.6	35.9	34.6	36.0						
Hens	do.	19.4	30.8	33.4	33.5	17.8	33.5	32.4	36.6	17.3	32.8	32.3	35.9						
Salmon, canned, red	do.		36.2	32.9	33.8		33.2	31.6	32.2		31.8	36.7	39.2						
Milk, fresh	Quart	10.0	15.3	15.3	15.0	7.0	10.0	10.0	10.0	7.5	11.0	12.0	11.7						
Milk, evaporated	15-16 oz. can		11.4	11.6	11.6		11.0	11.3	11.3		11.0	12.0	12.1						
Butter	Pound	42.1	50.3	56.1	55.1	38.0	46.9	55.1	50.5	39.6	45.9	54.9	50.0						
Oleomargarine (all but- ter substitutes).	do.		28.7	26.4	27.2		28.7	29.5	29.2		28.0	28.5	29.0						
Cheese	do.	20.0	32.6	34.4	34.4	22.3	33.8	35.1	35.3	20.8	32.8	36.5	35.4						
Lard	do.	15.2	21.2	19.6	20.1	15.0	22.9	22.5	22.3	15.0	22.0	21.7	20.9						
Vegetable lard substitute	do.		23.5	24.0	23.7		26.6	26.8	26.9		27.7	27.4	27.4						
Eggs, strictly fresh	Dozen	31.4	76.6	57.6	48.9	34.6	69.6	62.7	48.4	31.5	60.9	53.1	46.1						
Eggs, storage	do.	25.0	57.0	45.3	38.3	25.3	50.9	43.6	38.7	23.0	50.8	42.4	38.3						
Bread	Pound	6.0	9.4	9.7	9.7	5.6	9.2	9.0	9.0	5.7	9.0	9.9	9.9						
Flour	do.	3.6	6.6	6.8	7.1	3.1	5.5	5.4	5.7	2.8	5.7	5.7	5.8						
Corn meal	do.	2.1	4.2	3.9	3.7	3.3	5.6	5.4	5.6	2.4	5.5	5.5	5.4						
Rollod oats	do.		9.3	9.5	9.4		8.7	8.7	8.7		8.6	8.3	8.4						
Corn flakes	8-oz. pkg		11.1	11.1	11.0		10.3	10.5	10.5		11.1	11.0	10.9						
Wheat cereal	28-oz. pkg		24.1	25.9	25.9		24.0	24.4	24.5		24.4	25.8	25.8						
Macaroni	Pound		19.7	19.6	19.5		18.3	18.6	18.1		17.8	19.0	19.4						
Rice	do.	8.0	9.6	10.3	10.3	9.0	11.1	11.7	11.8	8.6	10.7	11.8	11.9						
Beans, navy	do.		9.6	9.6	9.6		9.3	9.0	8.8		9.5	9.4	9.3						
Potatoes	do.	1.6	3.0	5.5	6.2	1.2	1.9	4.2	4.9	1.0	1.5	4.5	5.1						
Onions	do.		5.5	5.2	5.4		5.1	4.9	5.1		5.3	5.4	5.4						
Cabbage	do.		4.6	4.6	5.8		4.0	4.5	5.1		3.2	4.6	4.9						
Beans, baked	No. 2 can		12.2	12.1	12.1		11.6	11.2	11.3		13.4	13.2	13.4						
Corn, canned	do.		17.4	16.6	16.6		17.4	16.7	16.5		15.8	15.9	16.0						
Peas, canned	do.		18.6	18.4	17.7		17.1	16.7	17.1		16.9	15.9	16.2						
Tomatoes, canned	do.		12.6	11.8	11.5		15.1	13.9	14.0		14.6	14.8	14.5						
Sugar, granulated	Pound	5.8	8.0	6.9	6.9	5.5	7.6	6.2	6.3	5.6	8.5	6.5	6.8						
Ten	do.	63.8	94.3	94.5	94.4	50.0	70.8	71.7	71.3	45.0	63.0	61.8	61.8						
Coffee	do.	27.5	52.4	51.1	51.7	27.5	47.4	47.4	47.0	30.8	53.4	54.2	54.3						
Prunes	do.		17.1	17.6	17.7		17.7	17.6	17.4		17.5	16.7	17.2						
Raisins	do.		15.1	15.2	15.3		14.5	14.5	14.8		14.7	14.5	15.3						
Bananas	Dozen		31.3	32.0	35.0		10.6	9.6	9.8		12.8	11.0	11.3						
Oranges	do.		35.5	50.4	41.7		50.8	46.6	47.1		50.5	50.1	49.8						

1 Whole.

1 Per pound.



## PRICES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

Mobile, Ala.			Newark, N. J.			New Haven, Conn.			New Orleans, La.			New York, N. Y.		
Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926
			1913	1925			1913	1925			1913	1925		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
31.7	32.9	33.3	25.2	44.0	45.7	44.8	30.0	51.9	55.0	54.1	19.6	33.0	33.1	34.6
30.4	31.7	32.1	24.8	42.1	42.7	42.7	26.2	42.6	44.2	43.9	17.1	29.4	29.6	30.1
25.4	27.7	27.3	19.6	35.3	35.6	36.0	22.6	34.6	36.0	37.0	18.3	29.4	28.4	29.0
20.0	20.8	21.7	16.8	23.6	25.2	24.8	17.6	25.3	26.9	27.5	12.1	20.2	20.2	20.4
15.7	16.1	17.2	11.6	12.2	13.9	14.0		14.4	15.2	15.2	10.9	17.0	17.8	18.3
34.6	37.9	38.3	20.0	32.1	35.8	36.1	19.2	30.3	34.9	36.6	20.0	29.8	36.3	35.2
38.8	45.6	48.4	22.4	39.1	44.5	44.6	25.8	41.0	50.2	49.9	29.8	39.4	45.6	45.2
41.3	50.4	50.0	18.4	49.2	53.8	57.6	30.0	53.1	56.9	57.7	26.3	46.6	50.8	49.3
37.5	40.6	41.3	21.2	39.8	38.7	39.4	19.0	41.3	40.4	39.9	19.8	39.4	39.2	30.5
34.4	36.1	37.0	21.2	36.8	38.0	39.6	21.8	39.4	42.1	42.4	20.8	37.7	36.7	39.8
20.5	38.2	39.0		26.7	35.3	35.7		30.0	34.6	34.1		38.2	38.3	37.7
20.0	17.8	17.8	9.0	16.0	15.0	15.0	9.0	16.0	16.0	16.0	10.0	14.3	14.0	14.0
11.5	11.7	11.7		10.7	11.2	11.3		12.0	12.2	12.3		10.7	11.1	11.1
54.9	59.7	58.8	43.2	53.3	61.3	55.8	38.3	50.3	58.6	56.3	41.1	52.7	59.0	56.6
31.2	30.5	31.3		31.6	30.9	31.1		31.8	33.2	33.1		31.3	32.3	32.1
35.9	37.3	38.0	24.5	38.1	39.8	39.5	22.0	37.1	38.8	39.4	22.0	35.0	35.8	35.4
23.2	22.1	22.3	16.3	22.8	22.8	22.6	15.2	22.7	22.8	22.3	14.4	21.7	22.0	22.1
21.5	21.3	21.5		25.3	26.3	26.3		25.2	25.7	25.8		23.5	22.4	22.6
53.0	63.6	50.6	48.8	78.8	77.4	63.2	45.9	83.2	88.1	70.2	35.6	64.9	57.1	53.2
48.2	47.0	44.1	29.4	54.5	47.5	43.6	28.2	62.3	49.3	46.4	25.0	50.0	43.5	40.7
9.7	9.6	9.6	5.7	9.1	9.3	9.3	5.7	8.3	8.9	9.0	5.1	8.8	8.9	8.9
6.6	6.6	6.8	3.8	5.7	5.9	6.0	3.2	6.0	6.0	6.3	3.7	7.0	7.4	7.6
4.8	4.2	4.1	3.6	6.5	6.6	6.8	3.2	6.3	6.7	7.0	2.6	4.5	4.3	4.0
8.8	8.6	8.8		8.3	8.5	8.4		9.4	9.2	9.4		9.0	9.0	9.1
11.0	11.3	11.2		9.6	10.1	10.1		10.8	10.9	10.9		10.6	10.5	10.7
24.3	24.8	24.8		23.4	24.0	24.1		24.1	24.9	25.1		23.9	24.6	24.8
20.1	20.6	20.6		21.0	21.1	21.1		22.7	23.0	22.9		9.2	9.5	9.3
9.8	11.1	11.2	9.0	10.4	10.9	11.2	9.3	11.1	11.9	12.1	7.4	9.6	10.2	10.5
10.4	9.5	10.1		10.3	10.3	10.0		9.8	9.9	9.8		9.5	9.0	9.1
3.3	6.2	6.4	2.5	2.5	5.5	6.3	1.7	2.2	5.2	6.1	2.0	3.2	6.0	6.1
5.5	5.5	5.5		5.8	5.7	6.2		5.7	6.2	6.2		5.3	5.1	5.1
4.7	5.3	5.7		4.6	5.0	5.4		4.3	4.9	5.7		4.5	4.8	5.2
12.0	11.0	11.0		11.4	11.5	11.6		11.9	11.6	11.6		12.2	11.4	11.4
17.3	16.9	16.8		18.1	17.3	17.5		18.7	18.9	18.6		17.5	15.3	15.3
16.7	16.5	16.3		18.4	17.2	17.2		20.6	20.4	19.9		17.8	17.2	16.4
12.8	11.8	11.4		12.2	11.2	11.2		14.2	12.8	12.4		13.4	11.6	11.2
8.6	6.8	6.7	5.7	7.7	6.1	6.0	5.7	8.2	6.5	6.5	5.7	7.3	6.1	6.1
80.8	80.2	80.0	53.8	60.4	62.4	64.2	55.0	58.8	58.5	59.5	62.1	82.3	81.6	82.4
50.4	50.0	49.4	29.3	49.2	49.5	49.7	33.8	53.4	53.3	53.3	27.1	43.6	37.7	37.6
17.3	17.0	16.9		15.4	15.8	16.3		17.1	17.2	16.2		18.3	17.9	18.1
15.2	14.7	14.5		14.2	13.8	14.0		14.8	13.8	14.1		14.3	13.9	14.2
22.9	24.3	24.0		38.2	37.2	36.9		35.5	34.2	34.1		19.4	17.9	17.9
31.7	38.9	40.9		47.1	56.6	51.1		47.2	52.1	50.8		42.9	42.6	41.5

The above are retail prices for the specified dates. The prices for the year 1913 are the average prices for the year. The prices for the year 1925 are the average prices for the year. The prices for the year 1926 are the average prices for the year.

TABLE 3.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Norfolk, Va.			Omaha, Nebr.				Peoria, Ill.		
		Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926
		Cts.	Cts.	Cts.	1913	1925	Cts.	Cts.	Cts.	Cts.	Cts.
Sirloin steak.....	Pound	39.1	40.3	40.1	23.6	35.4	36.9	36.6	32.2	32.7	33.6
Round steak.....	do	32.9	33.9	34.1	19.2	30.9	33.1	32.8	30.0	31.5	32.1
Rib roast.....	do	31.1	31.2	31.3	16.7	24.7	26.6	26.1	22.9	23.2	23.7
Chuck roast.....	do	21.1	21.9	22.3	13.8	20.0	21.2	21.7	19.7	19.7	20.4
Plate beef.....	do	15.9	16.2	14.9	9.2	11.1	12.2	12.1	12.5	13.2	13.8
Pork chops.....	do	29.8	35.0	34.9	16.7	29.5	34.5	35.7	27.4	32.5	33.3
Bacon, sliced.....	do	36.7	45.7	44.5	25.4	42.8	52.1	51.1	42.9	49.3	50.0
Ham, sliced.....	do	41.0	44.8	46.8	27.0	48.9	55.0	54.7	47.1	51.5	52.1
Lamb, leg of.....	do	39.1	40.3	41.3	15.0	38.6	36.3	37.7	37.8	36.1	36.2
Hens.....	do	35.8	36.8	38.4	16.3	29.9	29.6	33.4	30.7	31.2	34.8
Salmon, canned, red.....	do	30.8	35.3	36.7	---	33.4	38.1	38.1	32.2	37.1	38.4
Milk, fresh.....	Quart	17.0	17.5	17.5	8.2	12.1	12.1	11.6	12.0	11.7	11.7
Milk, evaporated.....	15-16 oz. can	10.8	11.4	11.4	---	11.2	11.8	11.9	11.6	11.6	11.6
Butter.....	Pound	55.2	59.7	58.6	39.2	47.3	55.0	51.4	49.2	54.3	51.7
Oleomargarine (all butter substitutes).....	do	28.8	27.8	28.9	---	30.0	31.4	31.3	30.7	31.2	31.2
Cheese.....	do	33.8	34.4	34.5	22.9	35.5	37.3	37.5	42.3	35.4	35.9
Lard.....	do	22.4	21.3	20.9	16.4	24.5	25.2	24.9	23.2	22.8	22.5
Vegetable lard substitute.....	do	22.7	21.7	21.6	---	27.3	27.9	27.0	27.5	27.3	27.2
Eggs, strictly fresh.....	Dozen	65.1	68.3	55.5	29.5	62.9	54.3	47.1	67.7	63.9	48.3
Eggs, storage.....	do	53.1	47.8	44.5	---	51.8	44.4	39.8	53.5	45.8	40.4
Bread.....	Pound	8.6	9.5	9.5	5.2	9.8	9.8	10.1	9.5	10.0	10.0
Flour.....	do	6.1	6.1	6.3	2.9	5.2	5.4	5.7	5.9	5.9	6.1
Corn meal.....	do	4.9	4.7	4.7	2.3	5.0	5.0	5.0	5.0	4.8	4.9
Rolled oats.....	do	9.0	8.5	8.5	---	10.8	10.5	10.3	9.2	8.9	9.0
Corn flakes.....	8-oz. pkg.	10.8	10.3	10.4	---	11.8	12.4	12.0	11.9	12.0	12.0
Wheat cereal.....	28-oz. pkg.	24.2	23.9	23.9	---	25.1	28.1	28.3	25.9	25.1	25.4
Macaroni.....	Pound	19.9	19.3	19.5	---	21.2	21.3	21.3	20.8	20.8	20.8
Rice.....	do	11.2	11.5	11.6	8.5	9.9	11.4	11.4	10.8	11.3	11.8
Beans, navy.....	do	9.9	8.9	9.1	---	10.0	10.3	10.3	9.7	8.9	9.0
Potatoes.....	do	2.6	5.8	6.4	1.3	2.2	5.2	5.7	2.1	4.9	5.6
Onions.....	do	5.7	6.4	6.6	---	6.3	5.6	5.9	7.1	6.3	6.1
Cabbage.....	do	4.2	4.6	5.1	---	4.2	4.9	5.7	4.6	4.9	5.9
Beans, baked.....	No. 2 can	10.1	10.1	10.1	---	14.8	14.8	14.6	12.7	12.1	11.7
Corn, canned.....	do	16.5	16.0	15.6	---	17.0	16.9	16.5	14.9	15.7	15.9
Peas, canned.....	do	21.9	20.8	20.3	---	17.1	17.0	17.4	18.7	18.2	18.0
Tomatoes, canned.....	do	12.0	11.2	10.2	---	14.8	14.9	14.3	15.6	14.7	14.5
Sugar, granulated.....	Pound	7.5	6.2	6.2	5.9	8.4	6.9	6.9	9.2	7.4	7.3
Tea.....	do	91.5	91.4	89.5	56.0	76.8	77.6	78.5	64.5	65.1	64.8
Coffee.....	do	51.8	50.2	50.4	30.0	58.4	58.8	57.4	50.5	51.9	52.1
Prunes.....	do	16.2	17.0	17.0	---	17.5	17.4	17.3	20.3	19.9	20.5
Raisins.....	do	14.5	13.8	14.1	---	16.7	15.6	15.3	15.1	14.6	14.8
Bananas.....	Dozen	34.6	33.8	33.5	---	13.7	11.5	11.8	12.4	9.6	9.9
Oranges.....	do	41.8	49.4	49.2	---	42.1	46.8	43.9	42.2	51.8	41.2

<sup>1</sup> The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

## PRICES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

Philadelphia, Pa.				Pittsburgh, Pa.				Portland, Me.				Portland, Oreg.				Providence, R. I.			
Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925
1913	1925			1913	1925			1913	1925			1913	1925			1913	1925		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
28.3	50.0	53.5	55.6	24.8	43.5	46.1	46.6	58.8	59.7	60.9	21.0	27.3	27.8	28.9	39.6	69.0	72.2	72.3	
23.1	37.6	40.6	41.7	21.4	35.3	37.6	38.3	44.1	45.3	45.9	19.0	24.4	25.2	25.7	29.4	46.9	50.5	50.6	
21.4	33.4	36.5	37.2	20.4	33.4	33.5	35.0	28.7	29.0	29.6	18.7	23.0	24.1	24.9	24.6	36.6	39.3	39.2	
16.5	21.7	23.2	23.8	15.4	22.7	24.0	24.8	19.6	20.7	20.8	15.8	16.6	17.1	18.0	18.4	27.8	29.1	29.2	
10.5	10.3	11.8	12.3	10.8	11.6	12.1	12.6	14.1	16.1	16.2	12.6	11.8	12.2	13.2	-----	18.5	19.4	19.8	
19.8	33.5	39.7	40.1	19.4	32.5	36.4	38.1	32.5	35.8	38.5	20.2	31.5	36.2	36.3	18.0	34.4	38.4	39.4	
23.6	36.6	46.8	46.2	27.2	43.3	50.9	51.2	39.2	45.9	45.2	28.8	44.7	52.1	52.1	21.8	38.8	47.5	45.9	
29.1	53.2	57.3	55.8	29.0	54.5	58.8	59.8	48.6	52.6	52.4	28.8	47.9	52.5	52.8	28.5	54.6	56.5	56.5	
17.7	38.9	40.5	41.0	21.3	41.1	40.3	41.1	37.6	37.8	38.3	17.7	35.3	34.4	38.0	18.7	41.5	42.1	42.5	
20.8	39.0	39.9	41.4	24.3	43.2	42.5	44.6	38.3	39.9	40.9	20.9	32.6	34.1	35.9	23.2	41.1	42.3	43.1	
-----	28.4	37.4	38.0	-----	29.0	37.6	37.7	29.0	38.6	39.1	-----	36.1	34.3	37.2	-----	30.7	36.2	37.2	
8.0	12.0	12.0	12.0	8.8	14.0	14.5	14.7	14.0	13.5	13.5	9.7	11.7	12.7	12.7	9.0	14.8	14.7	14.7	
-----	11.4	11.6	11.6	-----	10.7	11.7	11.6	12.2	12.4	12.5	-----	10.3	10.3	10.4	-----	11.3	12.1	12.2	
46.4	56.0	63.1	58.2	41.9	53.0	59.6	56.4	54.6	59.3	58.4	44.5	53.9	58.2	54.7	40.0	50.9	57.7	56.2	
-----	31.0	32.8	32.4	-----	30.9	32.5	32.1	29.6	29.9	29.7	-----	29.8	31.0	31.0	-----	29.7	29.8	29.7	
25.0	36.4	41.2	41.0	24.5	37.9	38.6	39.8	36.1	38.4	38.7	21.3	37.4	38.9	39.3	22.7	34.4	37.0	36.6	
14.4	22.3	22.1	22.0	15.6	21.8	22.1	22.3	23.0	21.5	21.1	17.9	23.0	25.0	24.8	14.7	22.1	22.0	21.7	
-----	25.3	25.7	25.6	-----	26.0	26.4	26.9	25.1	25.0	24.1	-----	29.2	29.2	28.3	-----	26.8	26.9	27.2	
38.4	75.2	71.7	56.7	37.6	76.5	70.8	57.5	71.3	74.4	59.3	41.7	59.1	48.0	39.2	42.5	81.7	79.3	67.7	
25.2	52.8	49.3	41.5	25.0	53.9	48.0	43.3	56.8	51.8	46.5	25.0	45.0	39.0	32.0	26.8	54.1	47.7	43.9	
4.8	8.6	9.3	9.4	5.3	8.8	9.3	9.1	10.4	10.0	10.0	5.7	9.6	9.6	9.4	6.0	8.8	9.2	9.2	
3.2	5.8	5.8	6.1	3.0	5.7	5.8	6.0	6.1	6.1	6.1	2.8	5.7	5.5	5.5	3.4	6.6	6.6	6.8	
2.8	5.0	5.0	4.8	2.7	6.0	5.5	5.8	5.6	5.2	5.2	3.1	5.9	5.7	5.5	2.9	5.3	5.0	5.1	
-----	8.4	8.7	8.6	-----	9.2	9.3	9.4	7.7	7.5	7.5	-----	10.1	10.3	10.5	-----	9.3	9.1	9.3	
-----	10.0	10.0	10.0	-----	10.3	10.6	10.6	11.3	11.6	11.6	-----	11.4	11.4	11.3	-----	10.9	10.9	10.8	
23.7	24.6	24.4	-----	24.8	25.4	25.2	25.1	25.8	25.9	-----	25.8	26.9	26.8	-----	24.2	24.5	25.1	-----	
21.2	21.2	21.5	-----	23.0	23.1	22.6	24.5	24.6	25.1	-----	17.9	17.8	18.5	-----	23.2	23.7	23.7	-----	
9.8	11.2	12.2	12.0	9.2	11.5	11.9	12.5	11.3	12.9	12.9	8.6	10.7	11.4	11.4	9.3	10.6	11.5	11.6	
-----	9.9	9.5	9.3	-----	9.5	9.0	8.9	10.4	10.0	9.9	-----	10.4	10.0	9.8	-----	10.1	10.3	9.8	
2.1	2.7	6.0	6.6	1.5	2.4	5.0	6.0	1.8	4.8	5.7	0.7	2.7	3.7	3.8	1.7	2.0	5.0	5.9	
-----	5.1	5.4	5.8	-----	6.0	6.1	6.5	5.3	5.4	5.5	-----	5.6	4.4	4.4	-----	5.3	5.5	5.6	
-----	4.4	4.6	7.4	-----	5.0	4.9	6.3	2.7	3.7	4.2	-----	5.4	3.0	3.1	-----	4.1	4.3	4.9	
-----	11.1	10.9	10.9	-----	12.4	12.7	12.9	15.4	15.0	15.2	-----	14.9	14.6	14.4	-----	12.0	11.8	11.8	
-----	15.1	15.4	15.2	-----	17.7	17.4	17.8	17.3	16.8	16.9	-----	20.8	19.7	19.7	-----	18.1	18.1	18.0	
-----	15.1	15.6	15.3	-----	18.0	17.7	18.2	19.7	19.2	18.8	-----	19.4	19.4	19.3	-----	19.7	19.7	19.7	
-----	12.3	11.3	11.3	-----	13.8	13.4	12.4	22.2	23.3	22.2	-----	17.3	16.8	17.3	-----	14.9	13.7	13.7	
5.2	7.4	6.2	6.1	6.0	8.2	7.0	6.7	8.1	6.7	6.7	6.6	8.4	6.9	6.8	5.3	7.5	6.5	6.5	
54.0	64.0	71.4	71.1	58.0	78.5	82.1	84.0	60.6	61.2	60.9	55.0	76.4	76.1	76.1	48.3	61.0	61.3	61.2	
25.0	45.1	45.8	46.0	30.0	50.6	51.1	51.2	54.7	54.2	54.1	35.0	52.9	53.2	52.6	30.0	55.4	54.3	54.3	
-----	15.1	14.5	16.2	-----	19.8	18.5	18.1	15.6	15.9	15.8	-----	11.6	14.1	14.3	-----	17.8	17.4	16.7	
-----	13.6	13.4	13.5	-----	14.1	14.6	14.7	13.3	13.1	13.1	-----	13.6	13.5	13.8	-----	14.6	14.1	14.1	
-----	33.5	32.5	32.8	-----	42.5	39.4	40.0	11.4	10.2	10.3	-----	12.4	13.4	13.7	-----	32.6	33.3	33.8	
-----	44.6	49.4	50.1	-----	47.6	48.8	48.5	47.7	49.1	47.1	-----	48.2	49.6	46.4	-----	50.8	49.6	51.4	

¹ No. 3 can.

² No. 2½ can.

³ Per pound.



TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

		Richmond, Va.				Rochester, N. Y.			St. Louis, Mo.			
Article	Unit	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926
		1913	1925						1913	1925		
Sirloin steak	Pound	21.8	38.5	39.3	38.8	39.6	39.9	40.1	22.7	35.3	36.6	36.9
Round steak	do	19.5	33.4	34.9	34.4	32.8	33.6	34.1	19.3	32.6	34.0	34.7
Rib roast	do	18.3	30.0	32.1	31.5	29.9	29.6	30.6	16.8	29.1	30.0	30.6
Chuck roast	do	14.3	21.7	22.5	22.7	22.8	24.3	24.7	13.3	19.5	20.6	21.1
Plate beef	do	11.3	15.0	16.0	15.9	12.3	13.6	13.9	9.2	13.8	14.2	14.4
Pork chops	do	18.1	30.0	37.6	36.4	33.9	39.1	30.5	17.7	26.3	32.4	32.3
Bacon, sliced	do	23.2	34.9	43.8	44.1	37.7	43.5	43.5	23.0	39.2	45.4	46.2
Ham, sliced	do	22.5	39.1	44.5	44.6	47.8	52.5	52.1	25.0	44.7	50.2	49.6
Lamb, leg of	do	18.7	44.7	45.0	45.5	40.4	38.7	39.5	17.7	36.4	38.0	37.8
Hens	do	19.8	36.1	36.2	39.9	40.8	40.0	42.2	17.8	30.7	33.4	35.6
Salmon, canned, red	do		32.8	36.4	36.5	30.8	37.8	37.5		33.8	38.2	39.0
Milk, fresh	Quart.	10.0	14.0	14.0	14.0	13.5	12.5	12.5	8.0	13.0	13.0	13.0
Milk, evaporated	15-16 oz. can.		12.5	12.8	12.8	11.5	11.6	11.6		10.0	10.7	10.6
Butter	Pound	43.6	58.6	62.6	62.4	51.4	58.6	56.5	40.7	51.7	59.9	56.3
Oleomargarine (all butter substitutes).	do		31.0	31.7	31.9	30.5	32.3	32.4		27.8	28.5	28.7
Cheese	do	22.3	36.7	36.4	36.7	36.3	38.5	38.5	20.2	34.9	36.0	36.1
Lard	do	15.0	22.9	22.4	22.1	22.9	21.7	21.3	13.1	18.5	17.9	17.9
Vegetable lard substitute	do		25.3	25.6	26.2	23.9	23.6	23.4		25.2	26.5	26.6
Eggs, strictly fresh	Dozen	29.7	65.7	67.3	55.7	72.3	73.6	60.0	29.8	60.4	55.7	47.7
Eggs, storage	do	23.7	53.4	48.3	46.4	52.6	48.6	44.1	25.0	51.0	41.8	36.4
Bread	Pound	5.4	9.5	9.3	9.5	8.7	8.9	8.9	5.6	9.5	9.9	9.9
Flour	do	3.3	5.8	6.0	6.3	5.9	6.0	6.1	3.1	5.6	5.8	5.8
Corn meal	do	2.0	5.0	4.9	5.0	6.1	6.4	6.4	2.3	4.6	4.5	4.7
Rollod oats	do		9.5	9.2	9.2	8.0	9.4	9.5		8.6	8.8	8.8
Corn flakes	8-oz. pkg.		10.9	11.1	11.2	10.7	10.3	10.5		10.1	10.2	10.1
Wheat cereal	28-oz. pkg.		25.3	25.4	25.4	23.9	25.4	25.7		23.8	24.4	24.7
Macaroni	Pound		20.8	20.8	20.6	19.6	21.8	23.2		20.9	21.2	21.2
Rice	do	9.8	12.5	12.7	12.7	10.3	11.0	11.1	8.6	9.8	10.5	10.7
Beans, navy	do		11.3	10.0	10.0	9.7	9.9	9.7		9.3	8.4	8.4
Potatoes	do	1.8	3.1	6.3	7.0	1.3	5.0	5.6	1.7	2.5	5.2	5.7
Onions	do		6.7	6.7	6.9	5.4	4.9	4.9		5.5	5.6	6.1
Cabbage	do		4.9	5.2	6.5	2.7	3.2	3.9		3.7	4.3	5.4
Beans, baked	No. 2 can		11.0	10.7	10.7	11.2	11.0	10.9		11.1	11.1	10.9
Corn, canned	do		15.6	16.1	16.0	17.6	16.9	16.5		16.6	16.0	16.2
Peas, canned	do		20.4	19.8	20.7	19.1	18.9	18.9		17.0	16.7	16.9
Tomatoes, canned	do		12.7	11.4	11.0	14.4	13.8	14.3		13.7	11.9	12.2
Sugar, granulated	Pound	5.8	8.1	6.7	6.6	7.4	6.2	6.2	5.8	7.9	6.7	6.7
Tea	do	56.0	89.1	89.1	91.8	64.2	67.4	67.4	55.0	72.9	72.6	73.6
Coffee	do	27.4	49.7	49.9	49.9	48.7	49.5	48.9	24.3	50.2	48.6	48.0
Prunes	do		19.3	18.6	18.2	18.7	18.3	18.3		20.0	19.5	18.9
Raisins	do		14.3	14.6	14.4	14.3	14.0	14.1		14.7	14.8	14.8
Bananas	Dozen		38.9	36.2	35.8	40.6	38.2	38.6		33.7	32.7	32.3
Oranges	do		39.2	48.6	45.3	51.7	50.0	48.4		42.7	47.4	46.4

No. 2½ can.

¹ Per pound.

## CITIES OF FOOD IN 11 CITIES: ON SPECIFIED DATES—Continued

St. Paul, Minn.			Salt Lake City, Utah			San Francisco, Calif.			Savannah, Ga.			Scranton, Pa.		
Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15—		Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925	Dec. 15, 1925	Jan. 15, 1926	Jan. 15, 1925
			1913	1925			1913	1925				1913	1925	
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
33.9	34.2	34.4	23.1	27.6	27.5	29.0	20.3	30.8	31.7	32.5	30.7	30.5	31.0	21.8
27.9	28.6	28.9	19.5	24.2	25.1	25.7	18.7	27.4	28.6	29.9	24.3	25.5	26.0	17.5
27.1	27.9	28.3	19.2	20.3	20.9	22.3	20.3	29.2	30.0	30.3	24.0	24.5	25.0	18.4
21.5	21.8	22.2	14.8	16.5	16.4	17.5	15.0	18.5	20.0	19.2	15.2	16.0	16.3	14.3
12.2	12.2	12.7	11.5	11.6	12.0	12.4	12.5	15.0	15.5	15.5	12.5	13.0	13.6	9.8
27.5	32.2	32.5	21.4	28.9	36.5	35.5	21.8	37.7	43.2	43.2	27.7	33.9	33.7	18.0
40.9	48.8	47.6	32.0	39.7	47.0	47.3	32.8	53.8	63.0	62.3	34.8	43.8	43.7	24.0
43.4	48.2	48.9	29.0	44.7	50.8	51.7	30.0	55.7	64.4	63.3	38.0	44.2	45.0	25.5
34.2	33.0	33.7	17.2	32.5	34.1	35.5	17.2	38.9	39.8	38.6	39.2	39.0	39.0	18.7
31.9	30.3	34.7	23.6	29.3	31.5	32.6	24.2	42.9	43.4	43.6	33.5	33.5	35.8	21.5
34.4	36.9	37.7		36.3	35.8	34.5		28.6	35.1	34.5	30.0	37.4	39.1	
11.0	12.0	11.7	8.3	11.5	11.5	11.5	10.0	14.0	14.0	14.0	17.5	17.5	17.3	8.8
11.8	12.1	12.0		9.9	10.0	10.0		10.0	10.4	10.3	10.8	11.3	11.3	
46.2	52.9	48.7	40.0	49.0	55.1	51.9	41.4	57.4	62.0	55.4	54.7	61.2	59.8	39.0
28.8	29.5	28.2		30.1	30.8	31.0		29.1	32.3	30.1	33.7	38.6	36.7	
34.6	35.5	35.4	24.2	29.5	32.1	32.7	21.0	36.5	39.2	39.9	33.7	35.8	36.1	18.8
23.0	21.7	21.2	18.4	24.5	25.0	24.2	17.6	24.3	25.8	25.1	22.1	22.0	22.0	15.6
27.1	28.2	27.4		29.8	29.6	29.7		27.8	28.1	27.8	19.4	19.0	19.0	
59.8	56.1	47.0	40.0	64.1	52.6	38.5	31.4	59.2	53.2	44.8	59.7	71.2	54.3	37.5
49.4	43.1	38.0	27.5	48.3	42.5	25.0	22.5	44.5	48.4	42.5	47.9	47.8	46.7	26.3
9.3	10.2	10.2	5.9	10.2	10.5	10.0	5.9	10.1	9.9	9.8	10.2	10.2	10.4	5.5
5.0	5.9	6.1	2.4	5.5	4.9	4.0	3.3	6.2	6.2	6.3	6.8	7.1	7.1	3.6
5.1	5.4	5.4	3.4	5.4	5.3	5.4	3.4	5.8	5.8	6.4	4.1	3.8	3.6	
9.2	10.0	10.1		8.9	8.9	8.9		9.7	9.7	9.5	9.0	9.1	9.1	
11.9	12.2	12.0		11.9	12.5	12.5		10.6	10.6	10.5	10.3	10.3	10.5	
24.8	25.8	25.7		24.5	25.8	25.4		24.1	25.1	25.2	23.5	24.3	24.5	
18.6	19.0	19.0		19.4	19.5	20.0		13.8	14.8	14.8	17.7	18.1	18.0	
10.5	11.2	11.3	8.2	10.6	11.3	11.2	8.5	10.6	11.5	11.7	9.6	10.6	10.8	8.5
9.9	9.6	9.5		10.8	10.2	10.4		10.2	9.8	10.1	11.0	11.0	11.1	
1.4	4.1	4.7	1.1	2.1	3.2	3.4	1.6	3.6	5.1	5.2	2.6	6.5	6.8	1.7
5.2	6.1	6.5		5.1	2.8	3.0		6.0	4.0	4.5	5.9	6.8	6.8	
3.6	4.6	5.0		4.8	2.8	3.1					4.9	5.3	6.2	
13.6	13.8	13.9		14.6	14.5	14.5		14.2	14.1	13.5	12.4	12.0	11.6	
15.7	15.3	15.3		16.2	16.0	16.4		18.9	18.7	18.5	19.1	16.9	16.5	
16.8	16.4	16.3		16.6	16.3	16.5		19.1	18.8	18.7	18.5	16.7	17.2	
14.8	14.6	14.2		15.2	16.0	15.7		15.8	15.8	15.5	11.9	10.6	10.3	
8.7	7.1	7.1	6.8	8.6	7.4	7.4	5.7	7.9	6.5	6.4	7.7	6.7	6.6	6.2
73.9	72.5	69.6	65.7	85.8	84.7	85.3	50.0	67.3	68.4	68.8	76.1	78.3	77.1	52.5
52.0	52.0	52.0	35.8	58.1	57.8	57.4	32.0	53.0	52.8	52.8	49.2	48.9	49.1	31.3
18.3	16.6	17.1		16.1	15.5	16.3		15.7	14.3	15.0	14.9	15.5	15.4	
15.7	15.2	15.6		13.3	13.4	13.9		13.2	13.1	12.5	13.6	13.5	13.5	
12.7	11.5	11.9		16.7	14.6	15.5		37.2	34.4	35.6	29.3	33.9	30.9	
52.9	53.8	51.6		40.0	43.8	42.6		48.0	47.0	47.5	32.5	41.1	39.1	

TABLE 5 shows for 32 cities the percentage of increase or decrease in the retail cost of food in January, 1926, compared with the average cost in the year 1913 in January, 1925, and in December, 1925. For 12 other cities comparisons are given for the one-year and the one-month periods. These cities have been scheduled by the Bureau at different dates since 1913. These percentage changes are based on actual retail prices secured each month from retail dealers and on the average family consumption of these articles in each city.

1. List of cities, see note p. 31.  
2. The consumption figures used from January, 1913, to December, 1925, for each article in each city are given in the Monthly Labor Review for November, 1925, pp. 34 and 35. The consumption figures which have been used for each month beginning with January, 1926, are given in the Monthly Labor Review for March, 1926, p. 32.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

Article	Unit	Seattle, Wash.				Springfield, Ill.			Washington, D. C.			
		Jan. 15—		Dec. 15,	Jan. 15,	Jan. 15,	Dec. 15,	Jan. 15,	Jan. 15—		Dec. 15,	Jan. 15,
		1913	1925	1925	1926	1925	1925	1926	1913	1925	1925	1926
Sirloin steak	Pound	Cts. 22.0	Cts. 31.2	Cts. 32.1	Cts. 33.1	Cts. 32.5	Cts. 33.8	Cts. 33.6	Cts. 25.0	Cts. 42.9	Cts. 44.0	Cts. 45.6
Round steak	do	20.0	27.2	28.1	28.6	32.1	33.2	32.9	21.4	36.8	37.9	38.9
Rib roast	do	18.0	26.2	25.3	25.9	21.7	23.2	23.7	20.3	34.0	33.3	34.2
Chuck roast	do	15.2	17.4	18.2	18.6	19.0	20.3	21.2	15.6	23.1	23.5	24.0
Plate beef	do	11.7	13.7	14.1	14.5	12.4	13.8	13.8	10.7	12.5	13.4	13.4
Pork chops	do	23.4	35.5	37.3	38.3	27.1	32.1	33.1	20.3	33.2	39.2	39.5
Bacon, sliced	do	30.0	49.6	55.7	55.6	40.4	46.9	46.5	23.0	38.3	47.8	46.2
Ham, sliced	do	28.3	52.0	57.5	57.5	47.9	50.7	51.3	28.2	54.3	58.8	58.3
Lamb, leg of	do	18.6	35.8	35.6	37.3	39.7	39.6	39.1	19.3	42.9	41.9	43.4
Hens	do	24.3	32.5	35.5	35.5	32.2	32.4	35.1	20.6	40.6	39.4	41.0
Salmon, canned, red	do		32.0	36.5	37.2	33.6	37.6	40.5		28.5	38.3	37.6
Milk, fresh	Quart	9.1	10.0	13.0	12.7	12.5	12.5	12.5	9.0	14.0	15.0	15.0
Milk, evaporated	15-16 oz. can		10.3	10.7	10.8	11.7	11.9	11.9		11.7	12.0	12.0
Butter	Pound	44.6	55.4	58.0	54.7	50.3	57.6	51.7	43.4	55.1	61.5	59.2
Oleomargarine (all butter substitutes).	do		30.1	31.9	32.1	32.0	32.3	32.8		29.9	31.0	31.3
Cheese	do	21.6	34.4	36.7	37.0	36.8	36.2	37.3	22.8	39.3	39.4	39.0
Lard	do	17.8	23.7	24.6	24.2	22.8	22.8	21.9	14.2	22.6	21.4	20.5
Vegetable lard substitute.	do		28.7	28.5	28.6	28.6	28.6	28.3		24.5	24.8	24.7
Eggs, strictly fresh	Dozen	39.0	58.4	53.9	41.1	73.1	66.3	52.1	33.1	74.9	71.6	59.1
Eggs, storage	do	32.5		48.0		57.7	47.3	42.5	25.0	55.0	49.0	44.6
Bread	Pound	6.0	10.0	9.7	9.7	10.9	10.1	10.1	5.7	8.8	8.0	8.2
Flour	do	2.8	5.9	5.4	5.5	6.1	6.1	6.4	3.8	6.2	6.5	6.7
Corn meal	do	3.1	5.5	5.4	5.3	5.5	5.3	5.0	2.6	5.1	5.4	5.3
Rollod oats	do		9.1	9.1	9.1	10.3	10.2	10.2		9.0	9.3	9.3
Corn flakes	8-oz. pkg.		12.0	12.0	12.0	11.8	11.9	11.6		10.6	10.6	10.6
Wheat cereal	28-oz. pkg.		25.9	26.5	26.8	26.0	26.8	27.2		23.4	24.4	24.6
Macaroni	Pound		17.9	18.3	18.4	21.2	19.8	19.2		22.2	23.8	23.7
Rice	do	7.7	12.3	12.7	12.8	10.8	10.9	11.2	9.2	11.4	12.6	12.2
Beans, navy	do		11.1	10.7	10.5	9.8	9.1	9.3		9.8	9.3	9.1
Potatoes	do	1.0	2.9	4.4	4.4	2.3	5.4	6.1	1.6	2.5	5.5	6.6
Onions	do		6.4	4.6	4.6	7.3	5.5	5.9		5.8	6.2	6.6
Cabbage	do		6.2	3.3	3.3	5.2	5.5	6.1		5.7	4.7	7.3
Beans, baked	No. 2 can		15.0	14.0	14.2	11.6	11.4	11.9		11.2	11.0	11.1
Corn, canned	do		19.6	19.1	19.3	17.0	16.3	16.3		17.4	15.8	15.6
Peas, canned	do		21.7	20.5	20.6	19.1	17.0	17.5		16.9	16.9	16.9
Tomatoes, canned	do		18.9	18.3	18.2	15.5	14.1	13.7		12.5	11.8	11.3
Sugar, granulated	Pound	6.1	8.9	6.9	7.0	9.2	7.3	7.2	5.5	7.6	6.5	6.5
Tea	do	50.0	79.2	79.6	78.0	74.5	77.7	78.7	57.5	82.3	87.1	87.7
Coffee	do	28.0	53.6	52.4	52.0	53.7	53.5	53.2	28.8	48.4	47.3	48.7
Prunes	do		15.2	15.5	15.2	15.9	17.2	17.0		19.2	17.3	17.4
Raisins	do		15.0	14.3	14.1	16.3	14.9	15.2		13.9	14.2	14.2
Bananas	Dozen		15.3	13.4	13.3	10.4	11.3	10.6		38.6	34.7	34.7
Oranges	do		46.7	48.0	45.0	52.5	48.5	49.5		41.4	49.0	49.3

<sup>1</sup> No. 2½ can.<sup>2</sup> Per pound.

## Comparison of Retail Food Costs in 51 Cities

TABLE 6 shows for 39 cities the percentage of increase or decrease in the retail cost of food<sup>3</sup> in January, 1926, compared with the average cost in the year 1913, in January, 1925, and in December, 1925. For 12 other cities comparisons are given for the one-year and the one-month periods. These cities have been scheduled by the bureau at different dates since 1913. These percentage changes are based on actual retail prices secured each month from retail dealers and on the average family consumption of these articles in each city.<sup>4</sup>

<sup>3</sup> For list of articles, see note 6, p. 31.<sup>4</sup> The consumption figures used from January, 1913, to December, 1920, for each article in each city are given in the MONTHLY LABOR REVIEW for November, 1918, pp. 94 and 95. The consumption figures which have been used for each month beginning with January, 1921, are given in the MONTHLY LABOR REVIEW for March, 1921, p. 26.



Effort has been made by the bureau each month to have perfect reporting cities. For the month of January, 99 per cent of all the firms reporting in the 51 cities sent in a report promptly. The following were perfect reporting cities; that is, every merchant in the following-named 43 cities who is cooperating with the bureau sent in his report in time for his prices to be included in the city averages: Atlanta, Baltimore, Birmingham, Bridgeport, Buffalo, Butte, Charleston, Chicago, Cincinnati, Cleveland, Dallas, Fall River, Houston, Indianapolis, Jacksonville, Kansas City, Los Angeles, Louisville, Manchester, Memphis, Milwaukee, Minneapolis, Mobile, Newark, New Haven, New York, Norfolk, Omaha, Peoria, Philadelphia, Pittsburgh, Portland, Me., Portland, Oreg., Providence, Rochester, St. Louis, St. Paul, San Francisco, Savannah, Scranton, Seattle, Springfield, Ill., and Washington.

The following summary shows the promptness with which the merchants responded in January, 1926:

RETAIL PRICE REPORTS RECEIVED DURING JANUARY, 1926

Item	United States	Geographical division				
		North Atlantic	South Atlantic	North Central	South Central	Western
Percentage of reports received.....	99	99	99	99	99	99
Number of cities in each section from which every report was received.....	43	13	7	12	6	5

TABLE 6.—PERCENTAGE CHANGE IN THE RETAIL COST OF FOOD IN JANUARY, 1926, COMPARED WITH THE COST IN DECEMBER, 1925, JANUARY, 1925, AND WITH THE AVERAGE COST IN THE YEAR 1913, BY CITIES

City	Percentage increase January, 1926, compared with—		Percentage decrease January, 1926, compared with December, 1925	City	Percentage increase January, 1926, compared with—		Percentage decrease January, 1926, compared with December, 1925
	1913	January, 1925			1913	January, 1925	
Atlanta.....	68.8	10.4	<sup>1</sup> 0.4	Minneapolis.....	64.2	11.0	<sup>1</sup> 0.3
Baltimore.....	70.2	5.4	1.1	Mobile.....	.....	4.5	1.1
Birmingham.....	71.7	4.9	0.4	Newark.....	57.3	5.5	1.2
Boston.....	66.4	6.4	0.9	New Haven.....	65.7	8.4	0.9
Bridgeport.....	.....	9.0	0.5	New Orleans.....	61.6	3.2	0.5
Buffalo.....	71.1	6.7	0.5	New York.....	66.7	6.1	1.8
Butte.....	.....	0.8	1.4	Norfolk.....	.....	7.6	0.7
Charleston, S. C.....	69.3	8.1	<sup>1</sup> 2.6	Omaha.....	64.4	8.0	0.1
Chicago.....	74.1	7.2	<sup>1</sup> 0.2	Peoria.....	.....	6.7	0.2
Cincinnati.....	64.7	9.6	<sup>1</sup> 0.4	Philadelphia.....	67.7	9.0	1.0
Cleveland.....	63.5	7.9	<sup>1</sup> 0.8	Pittsburgh.....	67.6	7.2	0.0
Columbus.....	.....	8.2	0.5	Portland, Me.....	.....	5.9	0.4
Dallas.....	60.2	1.1	0.4	Portland, Oreg.....	42.1	0.1	1.8
Denver.....	47.2	2.8	2.0	Providence.....	66.6	7.5	0.2
Detroit.....	75.9	11.3	<sup>1</sup> 1.5	Richmond.....	75.5	7.2	0.1
Fall River.....	64.0	8.0	1.6	Rochester.....	.....	7.8	1.0
Houston.....	.....	<sup>1</sup> 1.0	1.9	St. Louis.....	67.6	7.2	0.0
Indianapolis.....	61.2	8.8	<sup>1</sup> 0.8	St. Paul.....	.....	9.5	0.4
Jacksonville.....	67.0	13.7	<sup>1</sup> 1.5	Salt Lake City.....	36.2	<sup>1</sup> 1.2	2.8
Kansas City.....	62.5	6.0	0.2	San Francisco.....	56.0	0.7	2.5
Little Rock.....	54.7	3.5	0.6	Savannah.....	.....	9.7	1.8
Los Angeles.....	47.8	0.7	2.7	Scranton.....	69.2	8.8	1.9
Louisville.....	61.1	6.2	<sup>1</sup> 0.2	Seattle.....	49.0	1.2	2.8
Manchester.....	60.9	8.4	0.5	Springfield, Ill.....	.....	5.2	0.5
Memphis.....	56.0	2.9	0.1	Washington, D. C.....	72.3	6.6	<sup>1</sup> 0.4
Milwaukee.....	63.8	5.7	0.0				

<sup>1</sup> Increase.<sup>2</sup> Decrease.

## Retail Prices of Bituminous Coal in the United States

THE following table shows the average retail prices of bituminous coal on January 15 and July 15, 1913, January 15 and December 15, 1925, and January 15, 1926, by cities, and for the United States. These prices are the averages of the several kinds sold for household use.

Because of insufficient data due to the coal strike, anthracite prices are not published in this report.

AVERAGE RETAIL PRICES OF BITUMINOUS COAL PER TON OF 2,000 POUNDS IN SPECIFIED MONTHS OF 1913, 1925, AND 1926, BY CITIES AND FOR THE UNITED STATES.

City	1913		1925		1926
	Jan. 15	July 15	Jan. 15	Dec. 15	Jan. 15
<b>United States</b> .....	\$5.48	\$5.39	\$9.24	\$9.74	\$9.74
Atlanta, Ga.....	5.88	4.83	7.32	8.30	8.47
Baltimore, Md.....			7.38	8.00	8.00
Birmingham, Ala.....	4.22	4.01	7.79	7.54	7.62
Butte, Mont.....			11.05	11.03	11.04
Charleston, S. C.....	6.75	6.75	11.00	11.00	11.00
Chicago, Ill.....	4.97	4.65	8.51	9.49	9.48
Cincinnati, Ohio.....	3.50	3.38	7.21	7.54	7.77
Cleveland, Ohio.....	4.14	4.14	8.37	9.96	9.47
Columbus, Ohio.....			6.68	7.82	7.69
Dallas, Tex.....	8.25	7.21	14.22	13.72	13.83
Denver, Colo.....	5.25	4.88	9.47	10.00	10.68
Detroit, Mich.....	5.20	5.20	8.93	10.70	10.59
Houston, Tex.....			12.38	12.00	12.75
Indianapolis, Ind.....	3.81	3.70	7.15	7.58	7.53
Jacksonville, Fla.....	7.50	7.00	12.00	14.00	14.00
Kansas City, Mo.....	4.39	3.94	8.13	7.98	7.98
Little Rock, Ark.....	6.00	5.33	11.00	11.18	11.27
Los Angeles, Calif.....	13.52	12.50	16.31	15.94	15.94
Louisville, Ky.....	4.20	4.00	7.37	7.41	7.43
Memphis, Tenn.....	4.34	4.22	8.11	7.83	7.84
Milwaukee, Wis.....	6.25	5.71	9.69	11.17	11.42
Minneapolis, Minn.....	5.89	5.79	10.92	11.40	11.35
Mobile, Ala.....			10.02	9.65	9.62
New Orleans, La.....	6.06	6.06	11.19	10.61	11.14
Norfolk, Va.....			9.27	10.52	10.52
Omaha, Nebr.....	6.63	6.13	10.04	10.30	10.33
Peoria, Ill.....			6.79	7.06	7.11
Pittsburgh, Pa.....	3.16	3.18	6.83	6.13	6.13
Portland, Oreg.....	9.79	9.66	13.64	13.22	13.24
Richmond, Va.....	5.50	4.94	8.83	11.45	11.39
St. Louis, Mo.....	3.36	3.04	6.69	6.61	6.62
St. Paul, Minn.....	6.07	6.04	11.57	11.80	11.66
Salt Lake City, Utah.....	5.64	5.46	8.40	8.40	8.43
San Francisco, Calif.....	12.00	12.00	17.28	17.06	17.06
Savannah, Ga.....			11.50	11.75	12.75
Seattle, Wash.....	7.63	7.70	10.21	9.85	9.96
Springfield, Ill.....			4.25	4.38	4.38
Washington, D. C.: Prepared sizes, low volatile.....			11.50	14.08	13.83
Prepared sizes, high volatile.....			8.88	9.88	9.88
Run of mine, mixed.....			7.44	8.06	8.19

<sup>1</sup> Per ton of 2,240 pounds.

<sup>2</sup> Per 10-barrel lot (1,800 pounds).

<sup>3</sup> Per 25-bushel lot (1,900 pounds).

<sup>4</sup> All coal sold in Savannah is weighed by the city. A charge of 10 cents per ton or half-ton is made. This charge has been included in the above prices.

## Index Numbers of Wholesale Prices in January, 1926

PRACTICALLY no change in the general level of wholesale prices in January as compared with the preceding month is shown by information collected in leading markets by the Bureau of Labor Statistics of the United States Department of Labor. The bureau's weighted index number, which includes 404 commodities or price series, registered 156.0 for January, compared with 156.2 for December, 1925. As compared with January, 1925, with an index number of 160.0, there was a decrease of  $2\frac{1}{2}$  per cent.

Farm products and foods declined slightly below the level of December. Lower prices were reported also for clothing materials, metals, chemicals and drugs, and house-furnishing goods. In the group of miscellaneous commodities, due largely to falling prices of crude rubber, there was a decrease of 2 per cent. Fuels and building materials, on the other hand, averaged somewhat higher than in December.

Of the 404 commodities or price series for which comparable information for December and January was collected, increases were shown in 100 instances and decreases in 133 instances. In 171 instances no change in price was reported.

INDEX NUMBERS OF WHOLESALE PRICES, BY GROUPS OF COMMODITIES  
[1913=100]

Commodity	1925		January, 1926
	January	December	
Farm products.....	163.4	152.2	151.8
Foods.....	159.8	157.1	156.2
Clothing materials.....	191.1	187.1	185.5
Fuels.....	167.9	174.8	176.5
Metals and metal products.....	136.3	129.5	128.9
Building materials.....	179.3	177.0	177.9
Chemicals and drugs.....	135.2	134.5	133.2
House-furnishing goods.....	172.6	165.9	164.0
Miscellaneous.....	127.1	138.2	135.3
All commodities.....	160.0	156.2	156.0

Comparing prices in January with those of a year ago as measured by changes in the index numbers, it is seen that fuels were 5 per cent higher and miscellaneous commodities, due to the rise in rubber, were  $6\frac{1}{2}$  per cent higher than in the corresponding month of last year. On the other hand, house-furnishing goods were  $4\frac{1}{2}$  per cent lower, metals  $5\frac{1}{2}$  per cent lower, and farm products 7 per cent lower than in January, 1925, with smaller decreases for foods, clothing materials, building materials, and chemicals and drugs.

### Wholesale Prices in the United States and in Foreign Countries, 1913 to December, 1925

IN THE following table the more important index numbers of wholesale prices in foreign countries and those of the United States Bureau of Labor Statistics have been brought together in order that the trend of prices in the several countries may be directly compared. In some instances the results here shown have been obtained by merely shifting the base to the year 1913—i. e., by dividing the index number for each year or month on the original base by the index number for 1913 on that base as published. In



such cases, therefore, these results are to be regarded only as approximations of the correct index numbers. It should be understood, also, that the validity of the comparisons here made is affected by the wide difference in the number of commodities included in the different series of index numbers. For the United States and several other countries the index numbers are published to the fourth significant figure in order to show minor price variations.

INDEX NUMBERS OF WHOLESALE PRICES IN THE UNITED STATES AND IN CERTAIN FOREIGN COUNTRIES

[Index numbers expressed as percentages of the index number for 1913. See text explanation]

Country....	United States	Canada	Belgium	Bulgaria	Czechoslovakia	Denmark	Finland	France	Germany	Italy
Computing agency.....	Bureau of Labor Statistics	Dominion Bureau of Statistics	Ministry of Industry and Labor	Director General of Statistics	Central Bureau of Statistics (revised index)	Finanstidende	Central Bureau of Statistics	General Statistical Bureau	Federal Statistical Bureau	Riccardo Bachi
Commodities.....	404	<sup>1</sup> 238	128	38	135	33	135	45	38	<sup>2</sup> 107
Year and month										
1913.....	100.0	100.0		100			100	100	100.0	100
1914.....	98.1	102.3	<sup>3</sup> 100	103	<sup>4</sup> 100	<sup>5</sup> 100		102		95
1915.....	100.8	109.9		137		138		140		133
1916.....	126.8	131.6				164		188		202
1917.....	177.2	178.5				228		262		299
1918.....	194.3	199.0				293		339		409
1919.....	206.4	209.2				294		356		364
1920.....	226.2	243.5		1940		382	1183	509		631
1921.....	146.9	171.8		2006		250	1263	345		577
1922.....	148.8	152.0	367	2473	1334	179	1219	327		562
1923.....	153.7	153.0	497	2525	977	201	1095	419	95.1	575
1924.....	149.7	155.2	573		907	226	1100	489	122.5	585
1923										
January.....	155.8	151.4	434	2657	991	181	1134	387	65.0	575
February.....	156.7	153.6	474	2666	1005	192	1127	422	84.0	582
March.....	158.6	155.9	482	2828	1012	199	1108	424	96.8	587
April.....	158.7	156.9	480	2757	1012	200	1096	415	89.5	588
May.....	156.2	155.2	474	2613	1003	204	1093	406	71.9	580
June.....	153.5	155.5	484	2545	977	202	1095	409	74.0	569
July.....	150.6	153.5	504	2408	949	207	1080	407	88.8	566
August.....	150.1	153.5	529	2292	942	207	1080	413	85.8	567
September.....	153.7	154.6	514	2265	943	202	1089	424	101.7	569
October.....	153.1	153.1	515	2263	960	205	1077	421	117.9	563
November.....	152.1	153.3	531	2412	952	207	1070	443	139.0	571
December.....	151.0	153.5	545	2597	969	210	1096	459	126.2	577
1924										
January.....	151.2	156.9	580	2711	974	210	1071	494	117.3	571
February.....	151.7	156.8	642	2658	999	223	1078	544	116.2	573
March.....	149.9	154.4	625	2612	1021	227	1094	499	120.7	579
April.....	148.4	151.1	555	2798	1008	228	1095	450	124.1	579
May.....	146.9	150.6	557	2551	1001	225	1090	458	122.5	571
June.....	144.6	152.3	565	2811	968	219	1088	465	115.9	566
July.....	147.0	153.9	566	2737	953	220	1085	481	115.0	567
August.....	149.7	156.8	547	2853	986	233	1111	477	120.4	572
September.....	148.8	153.9	550	2848	982	231	1117	486	126.9	580
October.....	151.9	157.0	555	2988	999	234	1114	497	131.2	602
November.....	152.7	157.7	569	3132	1013	231	1120	504	128.5	621
December.....	157.0	160.9	566	3181	1024	232	1139	507	131.3	640
1925										
January.....	160.0	165.2	559	3275	1045	234	1137	514	138.2	658
February.....	160.6	164.8	551	3309	1048	234	1141	515	136.5	660
March.....	161.0	161.6	546	3272	1034	230	1131	514	134.4	659
April.....	156.2	156.5	538	3244	1020	220	1133	513	131.0	658
May.....	155.2	159.1	537	3177	1006	216	1122	520	131.9	660
June.....	157.4	158.8	552	3225	998	216	1129	543	133.8	683
July.....	159.9	158.4	559	3041	1009	206	1118	557	134.8	707
August.....	160.4	159.5	567	2870	993	189	1142	558	131.7	731
September.....	159.7	156.5	577	2834	996	168	1133	556	125.9	721
October.....	157.6	156.6	575	2823	980	163	1121	572	123.7	716
November.....	157.7	161.1	569	2822	977	158	1118	605	121.1	712
December.....	156.2	163.5	565		977	160		633	121.5	719

<sup>1</sup> 236 commodities since April, 1924.

<sup>2</sup> 36 commodities prior to 1920; 76 commodities in 1920 and 1921; 100 commodities in 1922.

<sup>3</sup> April.

<sup>4</sup> July.

<sup>5</sup> July 1, 1912-June 30, 1914.

## INDEX NUMBERS OF WHOLESALE PRICES IN THE UNITED STATES AND IN CERTAIN FOREIGN COUNTRIES—Continued

Country	Netherlands	Norway	Spain	Sweden	Switzerland	United Kingdom	Australia	New Zealand	South Africa	Japan	China	India
Computing agency	Central Bureau of Statistics	Central Bureau of Statistics	Institute of Geography and Statistics	Chamber of Commerce	Dr. J. Lorenz	Board of Trade	Bureau of Census and Statistics	Census and Statistics Office	Office of Census and Statistics	Bank of Japan, Tokyo	Bureau of Markets, Treasury Department, Shanghai	Labor Office, Bombay
Commodities	48	174	74	160	71	150	92	106	187	50	117	42
Year and month												
1913.....	100	100	100	100		100.0		100	100	100	100.0	
1914.....	109		101		100.0		100	104	97	95		100
1915.....	146		119				141	123	107	97		
1916.....	226		141				132	134	123	117		
1917.....	276		166				146	151	141	147		
1918.....	373		207				170	175	153	193		226
1919.....	304		204				180	178	165	236		222
1920.....	292		221	359		307.3	218	212	223	259	152.0	216
1921.....	182		190	222	196.5	197.2	167	201	161	200	150.2	199
1922.....	160		176	173	167.7	158.8	154	178	129	196	145.5	187
1923.....	151	232	172	163	179.9	159.1	170	175	127	199	156.4	181
1924.....	156	267	183	162	175.7	166.2		180	129	206	153.9	182
1923												
January.....	157	223	170	163	174.7	157.0	163	171	131	184	152.7	181
February.....	155	222	170	165	175.3	157.5	161	173		192	157.5	177
March.....	156	228	171	168	181.0	160.3	163	174		196	158.7	182
April.....	156	229	174	168	185.9	162.0	167	174	126	196	157.7	180
May.....	149	232	171	166	186.5	159.8	170	176		199	158.4	180
June.....	149	232	170	164	181.0	159.3	178	177		198	155.2	180
July.....	145	231	170	162	179.8	156.5	180	176	124	192	155.4	178
August.....	142	233	171	162	175.3	154.5	175	175		190	153.1	176
September.....	145	232	174	162	173.4	157.8	172	177		210	156.8	179
October.....	148	235	171	161	181.1	158.1	171	176	125	212	156.1	181
November.....	153	243	173	160	181.6	160.8	173	175		209	157.3	186
December.....	154	247	176	160	182.5	163.4	174	174		210	157.5	188
1924												
January.....	156	251	178	161	183.2	165.4	174	175	131	211	155.8	188
February.....	158	261	180	162	183.4	167.0	170	180		208	159.5	188
March.....	155	264	180	162	180.1	165.4	167	180		206	157.5	181
April.....	154	263	184	161	181.4	164.7	166	178	126	207	153.7	184
May.....	153	261	179	160	180.4	163.7	165	179		205	154.3	181
June.....	151	262	179	158	178.3	162.6	163	180		199	151.8	185
July.....	151	265	182	157	173.3	162.6	163	180	125	195	151.5	184
August.....	151	271	182	160	170.6	165.2	162	181		200	148.8	184
September.....	158	272	184	163	169.9	166.9	162	181		206	149.3	181
October.....	161	273	186	167	169.0	170.0	163	180	133	213	152.8	181
November.....	161	276	181	167	168.5	169.8	163	181		214	154.9	176
December.....	160	279	198	168	169.8	170.1	165	181		213	157.4	176
1925												
January.....	160	279	191	169	170.8	171.0	163	178	130	213	159.9	173
February.....	158	281	192	169	170.8	168.9	163	175		210	159.2	173
March.....	155	279	193	168	169.9	166.3	160	175		204	160.3	171
April.....	151	273	190	163	165.9	162.5	158	175	130	202	159.3	165
May.....	151	262	191	162	163.0	159.0	159	175		199	157.8	164
June.....	153	260	187	161	161.9	157.6	163	174		200	157.3	160
July.....	155	254	188	161	160.6	157.5	162	175	127	198	162.8	158
August.....	155	249	184	159	159.6	157.0	162	175		200	160.3	160
September.....	155	237	185	157	159.4	156.0	162	175		201	160.2	157
October.....	154	223	187	154	159.2	154.8	163	176	124	200	159.0	158
November.....	154	220	186	155	157.0	153.7	165	176		198	158.4	160
December.....	155	220		156	156.7	153.2				194	158.0	

\* July. \* 52 commodities in 1920; 53 commodities from August, 1920, to December, 1921. † 147 items.

## Purchasing Power of the Dollar (Wholesale Prices), 1913 to 1925

THAT the purchasing power of money has greatly diminished since 1913, the year preceding the World War, is well known to the most casual observer. To the average person, however, the extent of such decrease is more or less conjectural, owing to the wide diversity of price fluctuations of individual commodities and the difficulty of reducing them to a common standard for gauging changes in the price level. The index numbers of wholesale prices constructed each month by the Bureau of Labor Statistics furnish a reliable barometer of composite price movements. The bureau has published, from time to time, figures showing these price movements (see MONTHLY LABOR REVIEW for September, 1923, August, 1924, and August, 1925). In the present article the figures have been brought together and monthly changes in the buying power of the dollar, for various groups of commodities, are shown from 1913 to 1925. The dollar's average buying power in 1913 forms the basis of the comparisons, or 100 cents.

## MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN THE PURCHASE OF SPECIFIED GROUPS OF COMMODITIES, 1913 TO 1925

[1913=\$1.000]

Year and month	Farm products	Foods	Cloths and clothing	Fuel and lighting	Metals and metal products	Building materials	Chemicals and drugs	House furnishing goods	Miscellaneous	All commodities
1913:										
January.....	\$1.024	\$1.011	\$1.007	\$0.997	\$0.934	\$0.989	\$0.998	\$1.002	\$0.943	\$0.999
February.....	1.022	1.020	1.002	.986	.948	.982	.992	1.001	.954	1.000
March.....	1.015	1.021	1.000	.994	.955	.975	.994	1.001	.976	.998
April.....	1.011	1.017	1.000	1.016	.958	.970	.995	1.001	1.002	1.000
May.....	1.034	1.033	1.004	1.019	.970	.973	.998	1.001	1.018	1.012
June.....	1.026	1.014	1.002	1.018	.995	.985	1.001	1.002	1.002	1.006
July.....	1.006	.994	1.002	1.011	1.016	1.009	1.001	1.002	1.004	1.000
August.....	.997	.980	1.001	.995	1.019	1.011	1.005	1.002	1.020	.998
September.....	.969	.968	.992	.987	1.018	1.010	1.002	1.002	1.001	.983
October.....	.967	.983	.992	.981	1.030	1.021	1.000	.995	1.016	.991
November.....	.967	.966	.994	.983	1.066	1.033	1.003	.996	1.031	.997
December.....	.975	.986	1.003	1.012	1.125	1.046	1.017	.996	1.045	1.014
1914:										
January.....	.973	.991	1.008	1.009	1.134	1.074	1.017	1.000	1.058	1.015
February.....	.976	1.004	1.008	1.008	1.119	1.066	1.022	.999	1.040	1.014
March.....	.980	1.024	1.008	1.003	1.126	1.060	1.024	.999	1.017	1.016
April.....	.985	1.048	1.007	1.018	1.139	1.070	1.030	.999	1.016	1.034
May.....	.989	1.047	1.009	1.056	1.179	1.076	1.032	.999	1.009	1.030
June.....	.988	1.028	1.009	1.101	1.192	1.080	1.040	.999	1.054	1.035
July.....	.973	1.010	1.007	1.098	1.209	1.083	1.050	.998	1.070	1.031
August.....	.940	.920	1.014	1.119	1.192	1.073	1.040	.998	1.060	.992
September.....	.948	.898	1.034	1.124	1.168	1.082	.914	.998	1.043	.985
October.....	.994	.943	1.045	1.140	1.212	1.114	.925	1.000	1.087	1.026
November.....	.981	.947	1.067	1.140	1.250	1.131	.931	1.002	1.095	1.032
December.....	.986	.955	1.068	1.142	1.230	1.138	.931	1.004	1.040	1.034
1915:										
January.....	.961	.942	1.065	1.145	1.218	1.136	.928	1.012	1.010	1.017
February.....	.951	.929	1.056	1.170	1.168	1.119	.861	1.009	1.071	1.005
March.....	.965	.946	1.056	1.193	1.138	1.116	.845	1.009	1.075	1.012
April.....	.958	.954	1.040	1.222	1.111	1.107	.848	1.006	1.071	1.008
May.....	.955	.955	1.036	1.227	1.042	1.079	.860	1.002	1.078	.999
June.....	.993	.977	1.038	1.229	.963	1.072	.812	1.002	1.074	1.010
July.....	.964	.962	1.037	1.229	.956	1.064	.767	.999	1.067	.996
August.....	.970	.980	1.029	1.174	.975	1.070	.737	1.000	1.072	1.001
September.....	.985	1.006	1.011	1.099	.964	1.066	.699	.999	1.085	1.005
October.....	.947	.977	.986	1.065	.948	1.024	.663	.998	1.074	.977
November.....	.961	.944	.955	1.017	.906	.993	.606	.995	1.050	.960
December.....	.949	.926	.933	.969	.823	.959	.559	.993	.907	.929



## MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN THE PURCHASE OF SPECIFIED GROUPS OF COMMODITIES, 1913 TO 1925—Continued

Year and month	Farm products	Foods	Cloths and clothing	Fuel and lighting	Metals and metal products	Building materials	Chemicals and drugs	House furnishing goods	Miscellaneous	All commodities
1916:										
January	\$0.911	\$0.917	\$0.906	\$0.889	\$0.749	\$0.912	\$0.544	\$0.973	\$0.907	\$0.887
February	.907	.911	.875	.867	.708	.882	.491	.967	.952	.869
March	.899	.894	.856	.840	.641	.847	.485	.965	.929	.844
April	.882	.876	.847	.831	.608	.833	.501	.963	.909	.826
May	.869	.870	.831	.835	.597	.830	.518	.952	.875	.817
June	.875	.870	.822	.820	.611	.833	.524	.950	.836	.816
July	.854	.854	.802	.826	.631	.835	.571	.935	.833	.812
August	.798	.821	.781	.834	.637	.833	.637	.934	.824	.792
September	.763	.791	.761	.836	.624	.829	.631	.932	.810	.772
October	.733	.748	.728	.781	.608	.806	.609	.922	.788	.737
November	.682	.708	.682	.644	.575	.791	.598	.898	.722	.687
December	.686	.729	.648	.612	.502	.756	.581	.898	.678	.672
1917:										
January	.657	.715	.636	.583	.505	.726	.579	.844	.673	.654
February	.637	.692	.637	.563	.489	.712	.578	.843	.668	.638
March	.604	.675	.633	.576	.460	.696	.553	.833	.661	.616
April	.545	.608	.610	.609	.434	.646	.538	.826	.652	.578
May	.511	.571	.597	.563	.417	.628	.515	.824	.662	.548
June	.513	.583	.576	.546	.374	.598	.512	.812	.653	.539
July	.511	.599	.553	.570	.342	.595	.487	.773	.654	.533
August	.496	.571	.537	.600	.354	.600	.474	.773	.666	.528
September	.495	.568	.541	.627	.385	.599	.449	.769	.679	.534
October	.484	.556	.539	.656	.482	.643	.432	.769	.703	.547
November	.472	.552	.524	.621	.546	.642	.449	.762	.712	.546
December	.482	.553	.512	.613	.546	.633	.438	.754	.713	.548
1918:										
January	.475	.548	.497	.603	.546	.622	.448	.728	.690	.543
February	.474	.547	.487	.608	.543	.619	.441	.725	.689	.539
March	.475	.559	.474	.605	.544	.609	.437	.712	.682	.536
April	.470	.552	.454	.604	.544	.592	.438	.695	.657	.526
May	.478	.555	.442	.591	.542	.587	.451	.685	.645	.526
June	.476	.555	.430	.593	.542	.580	.467	.657	.624	.522
July	.461	.541	.421	.572	.529	.564	.479	.630	.628	.510
August	.441	.531	.419	.571	.525	.560	.472	.620	.625	.501
September	.428	.514	.408	.568	.526	.558	.475	.613	.621	.490
October	.445	.505	.407	.568	.522	.565	.475	.611	.612	.495
November	.445	.489	.414	.559	.522	.565	.478	.612	.609	.493
December	.442	.485	.428	.558	.534	.566	.515	.612	.613	.495
1919:										
January	.446	.492	.454	.561	.571	.568	.553	.597	.604	.503
February	.463	.515	.476	.561	.589	.579	.592	.604	.613	.517
March	.447	.502	.492	.562	.612	.584	.616	.609	.622	.510
April	.435	.487	.489	.564	.652	.593	.627	.599	.624	.505
May	.427	.477	.463	.562	.655	.578	.622	.594	.619	.493
June	.442	.490	.412	.556	.648	.528	.618	.557	.598	.493
July	.415	.477	.382	.552	.625	.479	.599	.546	.564	.472
August	.414	.468	.362	.544	.618	.442	.590	.532	.534	.463
September	.443	.488	.353	.531	.622	.436	.588	.526	.529	.476
October	.440	.488	.344	.530	.618	.436	.579	.516	.534	.473
November	.422	.476	.329	.533	.608	.431	.568	.460	.531	.461
December	.413	.455	.316	.528	.595	.403	.551	.450	.531	.448
1920:										
January	.405	.433	.295	.514	.571	.365	.528	.418	.516	.429
February	.421	.451	.289	.504	.528	.341	.513	.413	.508	.430
March	.421	.456	.291	.481	.508	.336	.489	.413	.500	.427
April	.411	.420	.297	.433	.493	.334	.477	.413	.485	.409
May	.415	.403	.305	.418	.494	.342	.470	.404	.481	.405
June	.421	.411	.318	.401	.499	.364	.471	.403	.488	.411
July	.430	.420	.333	.385	.495	.372	.473	.364	.493	.415
August	.458	.452	.350	.372	.495	.377	.477	.365	.502	.432
September	.476	.464	.376	.356	.500	.392	.487	.367	.514	.442
October	.534	.498	.407	.357	.522	.417	.506	.368	.532	.473
November	.577	.525	.442	.379	.507	.465	.551	.385	.560	.509
December	.657	.588	.465	.393	.623	.490	.610	.414	.601	.558
1921:										
January	.697	.616	.510	.405	.653	.520	.652	.460	.647	.589
February	.753	.661	.531	.445	.678	.556	.672	.461	.679	.625
March	.787	.661	.546	.472	.716	.579	.697	.462	.718	.644
April	.858	.694	.568	.488	.726	.599	.739	.463	.772	.676
May	.849	.718	.577	.500	.723	.607	.745	.479	.796	.687
June	.880	.729	.580	.523	.751	.613	.752	.510	.803	.706
July	.840	.711	.583	.538	.808	.625	.775	.556	.816	.709
August	.812	.686	.586	.545	.834	.642	.775	.557	.840	.707
September	.805	.703	.560	.552	.864	.641	.762	.557	.847	.707
October	.805	.713	.554	.530	.862	.629	.760	.556	.844	.706
November	.824	.722	.555	.507	.880	.614	.775	.561	.840	.711
December	.831	.737	.556	.504	.883	.632	.789	.561	.829	.715

## MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN THE PURCHASE OF SPECIFIED GROUPS OF COMMODITIES, 1913 TO 1925—Continued

Year and month	Farm products	Foods	Cloths and clothing	Fuel and lighting	Metals and metal products	Building materials	Chemicals and drugs	House furnishing goods	Miscellaneous	All commodities
1922:										
January	\$0.821	\$0.766	\$0.567	\$0.512	\$0.891	\$0.635	\$0.805	\$0.563	\$0.857	\$0.728
February	.766	.742	.574	.522	.910	.640	.814	.565	.855	.707
March	.769	.732	.580	.522	.917	.647	.802	.570	.856	.708
April	.774	.732	.585	.517	.888	.641	.806	.571	.863	.701
May	.756	.724	.571	.464	.844	.623	.818	.569	.866	.678
June	.761	.712	.558	.444	.831	.597	.821	.570	.874	.668
July	.739	.705	.554	.393	.828	.590	.826	.578	.875	.646
August	.765	.723	.554	.369	.794	.580	.819	.578	.869	.645
September	.750	.725	.548	.409	.746	.556	.808	.578	.865	.632
October	.726	.714	.532	.442	.741	.546	.805	.567	.835	.649
November	.698	.699	.521	.459	.754	.542	.786	.559	.823	.643
December	.690	.692	.515	.464	.764	.541	.769	.550	.816	.640
1923:										
January	.702	.712	.510	.458	.750	.533	.764	.543	.806	.642
February	.702	.710	.502	.471	.719	.520	.759	.543	.794	.638
March	.700	.698	.497	.486	.672	.506	.738	.541	.789	.631
April	.708	.693	.488	.500	.649	.489	.735	.536	.791	.630
May	.721	.692	.496	.527	.659	.496	.746	.536	.799	.640
June	.727	.704	.506	.537	.676	.515	.761	.535	.816	.651
July	.740	.708	.518	.546	.688	.527	.778	.536	.829	.664
August	.722	.706	.519	.561	.692	.538	.785	.547	.832	.666
September	.696	.679	.496	.569	.694	.550	.782	.548	.827	.651
October	.695	.673	.503	.582	.705	.549	.775	.547	.835	.653
November	.687	.676	.498	.597	.709	.552	.768	.568	.847	.657
December	.692	.681	.492	.617	.706	.561	.767	.567	.859	.662
1924:										
January	.693	.698	.500	.592	.705	.552	.759	.569	.858	.661
February	.699	.699	.510	.556	.700	.549	.764	.569	.881	.659
March	.729	.710	.522	.553	.696	.549	.770	.572	.886	.667
April	.722	.729	.529	.560	.721	.551	.779	.572	.886	.674
May	.733	.732	.535	.564	.743	.555	.786	.580	.890	.681
June	.746	.737	.534	.572	.756	.579	.790	.582	.900	.692
July	.710	.721	.533	.577	.767	.592	.791	.585	.890	.680
August	.688	.694	.527	.589	.767	.591	.769	.585	.870	.668
September	.699	.677	.536	.595	.780	.586	.766	.584	.864	.672
October	.670	.660	.531	.617	.786	.586	.756	.585	.835	.658
November	.669	.650	.525	.614	.777	.583	.746	.581	.814	.655
December	.638	.633	.522	.608	.752	.571	.743	.580	.778	.637
1925:										
January	.612	.626	.523	.596	.734	.558	.740	.579	.787	.625
February	.619	.637	.524	.563	.737	.547	.743	.580	.803	.623
March	.620	.629	.524	.573	.748	.556	.745	.588	.797	.621
April	.654	.649	.527	.592	.777	.573	.749	.587	.776	.640
May	.658	.653	.531	.595	.786	.576	.751	.587	.762	.644
June	.644	.644	.531	.579	.793	.586	.753	.589	.726	.635
July	.618	.636	.530	.581	.791	.588	.750	.591	.697	.625
August	.613	.628	.527	.588	.786	.580	.743	.591	.725	.623
September	.623	.624	.528	.591	.786	.574	.737	.597	.741	.626
October	.644	.635	.528	.582	.782	.575	.741	.596	.725	.635
November	.650	.624	.532	.572	.770	.569	.739	.603	.704	.634
December	.657	.637	.534	.572	.772	.565	.743	.603	.724	.640

It will be seen from the foregoing table that the purchasing power of the 1913 dollar, as applied to farm products, sank below 50 cents in the closing months of 1917 and continued downward until January, 1920, when it equaled only 40.5 cents. Declining prices of farm products, however, brought the dollar's buying power up to 88 cents in June, 1921, the highest point since 1916. In the latter part of 1921 the purchasing power declined again to a point ranging from 80.5 cents to 84 cents. From January, 1924, to the end of 1925 the value of the dollar in the purchase of farm products has fluctuated between 61.2 cents and 74.6 cents. In foodstuffs the low point of 40.3 cents was reached in May, 1920, with rising buying power thereafter, fluctuating between 41.1 cents and 76.6 cents, the latter high point being reached in January, 1922. During 1925 the figures ranged from 65.3 cents in May down to 62.4 cents in September and November.

As regards cloths and clothing, the dollar would purchase more than a dollar's worth in 1914 and most of 1915, but sank to 28.9 cents in February, 1920, since which time the figures have ranged between 29.1 cents and 58.6.

In the three groups of fuel and lighting, metals and metal products, and building materials, the buying power of the dollar rose above its buying power in other groups in 1914 and the first part of 1915. Advancing prices of metals for war purposes after 1914 brought the dollar's purchasing power rapidly downward, and this was followed by similar declines in the other groups. By the middle of 1917 the dollar of 1913 had shrunk to 34.2 cents in the purchase of metals and their products, but expanded quickly as prices again declined. In 1920, the year of highest prices, the dollar of 1913 reached a low point, equivalent in its purchasing power to 49.3 cents in the case of metals and metal products, 35.6 cents in the case of fuel and lighting, and 33.4 cents in the case of building materials. After the dates of these low points the buying power of the dollar rose again, going to 61.7 cents in October, 1924, in the case of fuel and lighting; to 91.7 in March, 1922, for metals and metal products; and to 64.7 in the same month for building materials. During 1925, the purchasing power of the dollar, in so far as it relates to fuel and lighting, ranged from 59.6 cents in January to 56.3 cents in the following month.

Measured by its buying power in the purchase of chemicals and drugs in 1913, the dollar was equal to less than 50 cents during the latter half of 1917 and most of 1918 and 1920. Since 1920 the figures have ranged from 65.2 cents in January, 1921, to 82.6 cents in July, 1922. In the case of house-furnishing goods the dollar of 1913 had a value of less than 40 cents in the second half of 1920, since which time it has ranged from 46 cents in January, 1921, to 60.3 cents in December, 1925. For all commodities combined, the dollar of 1913 was equal in purchasing power to more than a dollar in most of 1914 and 1915, but dropped steadily thereafter until May, 1920, when it equaled only 40.5 cents. With a declining general price level it advanced above 70 cents in the second half of 1921 and the first half of 1922, but receded to 64 cents thereafter. From 1923 to 1925 it fluctuated between 62.1 cents, and 69.2 cents.

In view of the importance of building materials, the table which follows affords a comparison of the dollar's purchasing power since 1913 for several classes of such materials. As in the preceding table, the comparison is with the average for the year 1913.

MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN THE PURCHASE OF SPECIFIED CLASSES OF BUILDING MATERIALS, 1913 TO 1925  
[1913=\$1.000]

Year and month	Lumber	Brick, common	Structural steel	Other building materials	All building materials
1913:					
January.....	\$0.979	\$0.994	\$0.990	\$1.003	\$0.989
February.....	.969	.994	1.007	.994	.982
March.....	.969	.994	.889	1.000	.975
April.....	.962	.997	.889	.997	.970
May.....	.968	.997	.902	.994	.973
June.....	.973	.997	1.007	.998	.985
July.....	1.010	1.003	1.007	1.008	1.009
August.....	1.016	1.003	1.007	1.006	1.011
September.....	1.021	1.003	1.042	.990	1.010
October.....	1.043	1.006	1.042	.989	1.021
November.....	1.046	1.006	1.140	.997	1.033
December.....	1.048	1.006	1.161	1.025	1.046



## MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN THE PURCHASE OF SPECIFIED CLASSES OF BUILDING MATERIALS, 1913 TO 1925—Continued

Year and month	Lumber	Brick, common	Structural steel	Other building materials	All building materials
<b>1914:</b>					
January.....	\$1.067	\$1.011	\$1.374	\$1.042	\$1.074
February.....	1.066	1.011	1.259	1.037	1.066
March.....	1.063	1.011	1.233	1.030	1.060
April.....	1.072	1.011	1.314	1.032	1.070
May.....	1.079	1.013	1.314	1.042	1.076
June.....	1.079	1.013	1.314	1.048	1.080
July.....	1.085	1.013	1.314	1.049	1.083
August.....	1.092	1.013	1.233	1.037	1.073
September.....	1.092	1.014	1.233	1.048	1.082
October.....	1.138	1.014	1.233	1.068	1.114
November.....	1.145	1.014	1.285	1.094	1.131
December.....	1.151	1.014	1.342	1.094	1.138
<b>1915:</b>					
January.....	1.144	1.025	1.374	1.095	1.136
February.....	1.145	1.025	1.314	1.059	1.119
March.....	1.142	1.025	1.314	1.058	1.116
April.....	1.142	1.042	1.314	1.036	1.107
May.....	1.145	1.042	1.259	.976	1.079
June.....	1.152	1.042	1.259	.953	1.072
July.....	1.153	.992	1.208	.944	1.064
August.....	1.144	.992	1.208	.965	1.070
September.....	1.131	.992	1.079	.989	1.066
October.....	1.067	.977	1.079	.964	1.024
November.....	1.055	.977	1.007	.917	.983
December.....	1.031	.977	.944	.876	.969
<b>1916:</b>					
January.....	.995	.989	.839	.827	.912
February.....	.985	.989	.775	.784	.882
March.....	.975	.989	.636	.754	.847
April.....	.981	.957	.575	.739	.833
May.....	.989	.957	.575	.726	.830
June.....	1.002	.957	.575	.722	.833
July.....	1.007	.858	.575	.728	.835
August.....	1.002	.858	.575	.728	.833
September.....	1.003	.858	.565	.722	.829
October.....	.965	.797	.565	.706	.806
November.....	.944	.797	.560	.692	.791
December.....	.930	.797	.504	.650	.756
<b>1917:</b>					
January.....	.884	.800	.465	.637	.726
February.....	.859	.800	.465	.627	.712
March.....	.834	.800	.458	.615	.696
April.....	.750	.775	.403	.596	.646
May.....	.721	.775	.398	.584	.628
June.....	.701	.775	.302	.574	.593
July.....	.699	.749	.336	.559	.595
August.....	.703	.749	.336	.567	.600
September.....	.696	.749	.336	.571	.599
October.....	.723	.721	.504	.582	.645
November.....	.714	.721	.504	.589	.642
December.....	.693	.721	.504	.589	.633
<b>1918:</b>					
January.....	.676	.670	.504	.583	.622
February.....	.678	.670	.504	.575	.619
March.....	.670	.670	.504	.558	.609
April.....	.639	.577	.504	.556	.592
May.....	.639	.577	.504	.544	.587
June.....	.638	.577	.504	.529	.580
July.....	.622	.534	.504	.512	.564
August.....	.625	.534	.504	.500	.560
September.....	.625	.534	.504	.496	.558
October.....	.640	.517	.504	.500	.565
November.....	.643	.517	.504	.496	.565
December.....	.639	.517	.504	.502	.566
<b>1919:</b>					
January.....	.630	.496	.504	.516	.568
February.....	.632	.496	.539	.530	.579
March.....	.632	.496	.539	.543	.584
April.....	.625	.490	.617	.558	.593
May.....	.591	.490	.672	.552	.578
June.....	.514	.490	.672	.529	.528
July.....	.452	.484	.617	.499	.479
August.....	.402	.484	.617	.479	.442
September.....	.390	.484	.617	.484	.435
October.....	.389	.469	.617	.485	.436
November.....	.382	.469	.617	.485	.431
December.....	.343	.469	.617	.482	.403

## MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN THE PURCHASE OF SPECIFIED CLASSES OF BUILDING MATERIALS, 1913 TO 1925—Continued

Year and month	Lumber	Brick, common	Structural steel	Other building materials	All building materials
1920:					
January.....	\$0.299	\$0.408	\$0.617	\$0.468	\$0.365
February.....	.272	.398	.617	.458	.341
March.....	.268	.380	.617	.451	.336
April.....	.274	.365	.468	.440	.334
May.....	.285	.354	.468	.439	.342
June.....	.315	.347	.468	.443	.364
July.....	.323	.342	.487	.451	.372
August.....	.328	.339	.544	.446	.377
September.....	.348	.341	.544	.451	.392
October.....	.382	.344	.544	.463	.417
November.....	.452	.349	.544	.484	.465
December.....	.479	.354	.554	.510	.490
1921:					
January.....	.517	.368	.617	.525	.520
February.....	.567	.371	.617	.551	.556
March.....	.600	.383	.657	.562	.579
April.....	.631	.403	.679	.569	.599
May.....	.633	.423	.686	.582	.607
June.....	.639	.434	.686	.588	.613
July.....	.649	.447	.719	.600	.625
August.....	.661	.458	.816	.612	.642
September.....	.650	.479	.816	.621	.641
October.....	.615	.483	.863	.631	.629
November.....	.575	.486	.915	.646	.614
December.....	.596	.490	1.007	.654	.632
1922:					
January.....	.602	.490	1.007	.654	.635
February.....	.605	.494	1.007	.661	.640
March.....	.611	.499	1.042	.666	.647
April.....	.602	.502	1.007	.670	.641
May.....	.579	.503	.944	.660	.623
June.....	.541	.501	.944	.654	.597
July.....	.535	.497	.915	.646	.590
August.....	.524	.501	.863	.642	.580
September.....	.506	.494	.728	.620	.556
October.....	.493	.491	.711	.615	.546
November.....	.486	.489	.737	.613	.542
December.....	.483	.489	.755	.617	.541
1923:					
January.....	.472	.489	.755	.613	.533
February.....	.460	.486	.719	.600	.520
March.....	.446	.477	.686	.585	.506
April.....	.436	.469	.581	.571	.489
May.....	.449	.466	.575	.567	.496
June.....	.473	.462	.592	.578	.515
July.....	.486	.462	.604	.589	.527
August.....	.501	.463	.604	.595	.538
September.....	.519	.462	.604	.599	.550
October.....	.517	.460	.604	.599	.549
November.....	.519	.461	.604	.606	.552
December.....	.533	.463	.604	.608	.561
1924:					
January.....	.521	.465	.604	.602	.552
February.....	.519	.466	.604	.596	.549
March.....	.521	.466	.604	.592	.549
April.....	.520	.466	.617	.596	.551
May.....	.523	.467	.636	.599	.555
June.....	.558	.466	.664	.608	.579
July.....	.578	.471	.636	.610	.592
August.....	.579	.472	.702	.602	.591
September.....	.564	.474	.737	.605	.586
October.....	.561	.474	.775	.606	.586
November.....	.558	.475	.795	.599	.583
December.....	.543	.477	.765	.593	.575
1925:					
January.....	.525	.481	.719	.590	.557
February.....	.506	.480	.737	.590	.547
March.....	.518	.481	.719	.593	.556
April.....	.542	.480	.737	.606	.573
May.....	.544	.481	.755	.606	.576
June.....	.559	.485	.755	.610	.586
July.....	.561	.487	.755	.612	.588
August.....	.550	.490	.784	.605	.580
September.....	.547	.490	.775	.594	.574
October.....	.548	.490	.775	.595	.575
November.....	.538	.489	.775	.596	.569
December.....	.528	.489	.775	.600	.565

The figures for lumber in the above table are based on wholesale prices of Douglas fir, gum, hemlock, maple, white oak, white pine, southern yellow pine, poplar, spruce, yellow-pine lath, cypress shingles, and red-cedar shingles, each material having an importance equal to its production in 1919. The figures for brick represent an average for the United States computed from prices in various localities, while the figures for structural steel are for Pittsburgh. Included in "other building materials" are Portland cement, crushed stone, gravel, hollow tile, lime, sand, slate, plate and window glass, linseed oil, putty, rosin, turpentine, white lead, zinc oxide, cast-iron pipe, copper wire, sheet copper, lead pipe, nails, reinforcing bars, roofing tin, and sheet zinc.

The table shows that the dollar's purchasing power has fluctuated more widely in the case of structural steel than of other materials. In January, 1914, and again in 1915 the 1913 dollar had a buying power of \$1.37, while in June, 1917, it had dwindled to 30.2 cents. With the inauguration of price control later in 1917, as a war measure, the dollar's buying power increased to 50.4 cents and, except for a short period in 1920, has fluctuated above that figure since. Early in 1922 it rose above the 1913 level of 100 cents, but soon dropped, going as low as 57.5 cents in May, 1923. During the past year it has ranged from 71.9 cents to 78.4 cents. Lumber, also, shows wide fluctuations since 1913 in the dollar's purchasing power. Averaging \$1.14 in the first half of 1915, it fell to 26.8 cents early in 1920. From this low point it began to rise again, and since 1920 has fluctuated between 43.6 cents and 66.1 cents. Brick, while relatively more stable than other materials, has shown a range in the purchasing power of the dollar extending from \$1.042 in 1915 to 33.9 cents in 1920, advancing to 49.0 cents in 1925.

Bituminous coal and coke also furnish examples of extreme variation in the dollar's buying power since 1913. In the table below are shown for these two commodities the average money price, the relative price compared with the average money price in 1913 as 100, and the purchasing power of the dollar by months since the beginning of 1913. The coke prices are for furnace coke at the ovens, while the prices for bituminous coal are quoted on the New River variety f. o. b. Cincinnati.

WHOLESALE PRICES OF BITUMINOUS COAL AND COKE, AND PURCHASING POWER OF THE DOLLAR, 1913 TO 1925

Year and month	Bituminous coal			Coke		
	Money price per ton	Relative price 1913=100	Purchasing power of dollar (1913=\$1)	Money price per ton	Relative price (1913=100)	Purchasing power of dollar (1913=\$1)
1913:						
January.....	\$2. 600	107. 8	\$0. 928	\$3. 675	150. 6	\$0. 664
February.....	2. 600	107. 8	. 928	3. 075	126. 0	. 794
March.....	2. 600	107. 8	. 928	2. 550	104. 5	. 957
April.....	2. 350	97. 4	1. 027	2. 325	95. 3	1. 049
May.....	2. 350	97. 4	1. 027	2. 150	88. 1	1. 135
June.....	2. 350	97. 4	1. 027	2. 200	90. 2	1. 109
July.....	2. 350	97. 4	1. 027	2. 375	97. 4	1. 027
August.....	2. 350	97. 4	1. 027	2. 500	102. 5	. 976
September.....	2. 350	97. 4	1. 027	2. 450	100. 4	. 996
October.....	2. 350	97. 4	1. 027	2. 175	89. 2	1. 121
November.....	2. 350	97. 4	1. 027	1. 925	78. 9	1. 267
December.....	2. 350	97. 4	1. 027	1. 875	76. 9	1. 300



## WHOLESALE PRICES OF BITUMINOUS COAL AND COKE, AND PURCHASING POWER OF THE DOLLAR, 1913 TO 1925—Continued

Year and month	Bituminous coal			Coke		
	Money price per ton	Relative price (1913=100)	Purchasing power of dollar (1913=\$1)	Money price per ton	Relative price (1913=100)	Purchasing power of dollar (1913=\$1)
1914:						
January.....	\$2.350	97.4	\$1.027	\$1.925	78.9	\$1.267
February.....	2.350	97.4	1.027	1.925	78.9	1.267
March.....	2.350	97.4	1.027	1.875	76.9	1.300
April.....	2.350	97.4	1.027	1.925	78.9	1.267
May.....	2.350	97.4	1.027	1.925	78.9	1.267
June.....	2.350	97.4	1.027	1.875	76.9	1.300
July.....	2.350	97.4	1.027	1.875	76.9	1.300
August.....	2.350	97.4	1.027	1.800	73.8	1.355
September.....	2.500	103.6	.965	1.725	70.7	1.414
October.....	2.500	103.6	.965	1.675	68.7	1.456
November.....	2.500	103.6	.965	1.550	63.5	1.575
December.....	2.500	103.6	.965	1.625	66.6	1.502
1915:						
January.....	2.500	103.6	.965	1.625	66.6	1.502
February.....	2.500	103.6	.965	1.575	64.6	1.548
March.....	2.500	103.6	.965	1.575	64.6	1.548
April.....	2.350	97.4	1.027	1.625	66.6	1.502
May.....	2.350	97.4	1.027	1.625	66.6	1.502
June.....	2.350	97.4	1.027	1.625	66.6	1.502
July.....	2.350	97.4	1.027	1.750	71.7	1.395
August.....	2.500	103.6	.965	1.675	68.7	1.456
September.....	2.500	103.6	.965	1.675	68.7	1.456
October.....	2.500	103.6	.965	2.000	82.0	1.220
November.....	2.500	103.6	.965	2.375	97.4	1.027
December.....	2.500	103.6	.965	2.300	94.3	1.060
1916:						
January.....	2.500	103.6	.965	2.875	117.8	.849
February.....	2.500	103.6	.965	2.625	107.6	.929
March.....	2.500	103.6	.965	3.600	123.0	.813
April.....	2.450	101.6	.984	2.825	115.8	.864
May.....	2.450	101.6	.984	2.375	97.4	1.027
June.....	2.450	101.6	.984	2.625	107.6	.929
July.....	2.450	101.6	.984	2.625	107.6	.929
August.....	2.600	107.8	.928	2.625	107.6	.929
September.....	2.600	107.8	.928	2.750	112.7	.887
October.....	3.600	149.2	.670	3.125	128.1	.781
November.....	4.500	186.5	.536	5.750	235.7	.424
December.....	6.100	252.9	.395	5.750	235.7	.424
1917:						
January.....	6.100	252.9	.395	7.250	297.2	.336
February.....	6.100	252.9	.395	7.500	307.4	.325
March.....	6.100	252.9	.395	8.500	348.4	.287
April.....	6.100	252.9	.395	7.250	297.2	.336
May.....	6.100	252.9	.395	7.000	286.9	.349
June.....	6.100	252.9	.395	9.500	389.4	.257
July.....	6.100	252.9	.395	12.250	502.1	.199
August.....	4.500	186.5	.536	10.000	409.9	.244
September.....	3.550	147.2	.679	11.750	481.6	.208
October.....	3.550	147.2	.679	6.000	245.9	.407
November.....	4.000	165.8	.603	6.000	245.9	.407
December.....	4.000	165.8	.603	6.000	245.9	.407
1918:						
January.....	3.850	159.6	.627	6.000	245.9	.407
February.....	3.850	159.6	.627	6.000	245.9	.407
March.....	3.850	159.6	.627	6.000	245.9	.407
April.....	3.850	159.6	.627	6.000	245.9	.407
May.....	4.050	167.9	.596	6.600	245.9	.407
June.....	3.950	163.7	.611	6.000	245.9	.407
July.....	4.300	178.2	.561	6.000	245.9	.407
August.....	4.300	178.2	.561	6.000	245.9	.407
September.....	4.300	178.2	.561	6.000	245.9	.407
October.....	4.300	178.2	.561	6.000	245.9	.407
November.....	4.300	178.2	.561	6.000	245.9	.407
December.....	4.300	178.2	.561	6.000	245.9	.407
1919:						
January.....	4.300	178.2	.561	5.781	237.0	.422
February.....	4.350	180.3	.555	5.219	213.9	.468
March.....	4.350	180.3	.555	4.469	183.2	.549
April.....	4.350	180.3	.555	3.900	159.9	.625
May.....	4.350	180.3	.555	3.844	157.6	.635
June.....	4.350	180.3	.555	4.000	164.0	.610
July.....	4.600	190.7	.524	4.095	167.9	.600
August.....	4.600	190.7	.524	4.219	172.9	.578
September.....	5.350	221.8	.451	4.592	188.2	.531
October.....	5.350	221.8	.451	4.825	197.8	.506
November.....	4.300	178.2	.561	5.938	243.4	.411
December.....	4.300	178.2	.561	6.050	248.0	.403

## WHOLESALE PRICES OF BITUMINOUS COAL AND COKE, AND PURCHASING POWER OF THE DOLLAR, 1913 TO 1925—Continued

Year and month	Bituminous coal			Coke		
	Money price per ton	Relative price (1913=100)	Purchasing power of dollar (1913=\$1)	Money price per ton	Relative price (1913=100)	Purchasing power of dollar (1913=\$1)
1920:						
January.....	\$4.300	178.2	\$0.561	\$6.000	245.9	\$0.407
February.....	4.300	178.2	.561	6.000	245.9	.407
March.....	4.300	178.2	.561	6.800	278.7	.359
April.....	5.850	242.5	.412	11.013	451.4	.222
May.....	6.100	252.9	.395	11.625	476.5	.210
June.....	6.600	273.6	.365	14.400	590.3	.169
July.....	6.600	273.6	.365	17.813	730.1	.137
August.....	6.600	273.6	.365	18.250	748.1	.134
September.....	7.700	319.2	.313	17.150	703.0	.142
October.....	7.700	319.2	.313	15.683	643.0	.156
November.....	7.700	319.2	.313	8.625	353.5	.283
December.....	7.700	319.2	.313	6.350	260.3	.384
1921:						
January.....	6.700	277.7	.360	5.250	215.2	.465
February.....	6.200	257.0	.389	5.000	205.0	.488
March.....	5.700	236.3	.423	4.550	186.5	.536
April.....	5.700	236.3	.423	3.933	161.4	.620
May.....	5.700	236.3	.423	3.438	140.9	.710
June.....	5.700	236.3	.423	3.110	127.5	.784
July.....	5.700	236.3	.423	2.883	118.4	.845
August.....	5.450	225.9	.443	3.000	123.0	.813
September.....	5.200	215.5	.464	3.375	138.3	.723
October.....	4.950	205.2	.487	3.419	140.1	.714
November.....	4.700	194.8	.513	3.140	123.7	.777
December.....	4.450	184.5	.542	2.875	117.8	.849
1922:						
January.....	4.200	174.1	.574	2.875	117.8	.849
February.....	4.050	167.9	.596	3.050	125.0	.800
March.....	3.950	163.7	.611	3.375	138.3	.723
April.....	3.950	163.7	.611	4.688	192.1	.521
May.....	4.200	174.1	.574	6.375	261.3	.383
June.....	5.200	215.5	.464	7.000	286.9	.349
July.....	5.490	227.6	.439	10.938	448.3	.223
August.....	6.490	269.0	.372	13.350	547.2	.183
September.....	7.490	310.5	.322	11.938	489.3	.204
October.....	7.490	310.5	.322	10.688	438.1	.228
November.....	7.490	310.5	.322	7.400	303.3	.330
December.....	7.490	310.5	.322	7.313	299.7	.334
1923:						
January.....	7.990	331.2	.302	8.425	345.3	.290
February.....	6.990	289.7	.345	7.094	290.8	.344
March.....	6.490	269.0	.372	7.438	304.9	.328
April.....	5.990	248.3	.403	6.625	271.6	.368
May.....	5.990	248.3	.403	5.400	221.3	.452
June.....	5.990	248.3	.403	5.188	212.6	.470
July.....	5.240	217.2	.460	4.719	193.4	.517
August.....	4.990	206.8	.484	4.675	191.6	.522
September.....	4.990	206.8	.484	4.813	197.3	.507
October.....	4.990	206.8	.484	3.975	162.9	.614
November.....	4.490	186.1	.537	4.075	167.0	.599
December.....	3.990	165.4	.605	4.125	169.1	.591
1924:						
January.....	3.990	165.4	.605	4.025	165.0	.606
February.....	4.490	186.1	.537	4.194	171.9	.582
March.....	4.490	186.1	.537	4.181	171.4	.583
April.....	4.490	186.1	.537	3.775	154.7	.646
May.....	4.240	175.8	.569	3.406	139.6	.716
June.....	3.990	165.4	.605	3.225	132.2	.756
July.....	3.990	165.4	.605	2.955	121.1	.826
August.....	3.990	165.4	.605	3.000	123.0	.813
September.....	3.990	165.4	.605	3.125	128.1	.781
October.....	3.990	165.4	.605	3.125	128.1	.781
November.....	3.990	165.4	.605	3.225	132.2	.756
December.....	3.990	165.4	.605	4.035	165.4	.605
1925:						
January.....	3.990	165.4	.605	4.638	190.1	.526
February.....	3.990	165.4	.605	4.075	167.0	.599
March.....	3.990	165.4	.605	3.520	144.3	.693
April.....	3.990	165.4	.605	3.169	129.9	.770
May.....	3.990	165.4	.605	3.113	127.6	.784
June.....	3.990	165.4	.605	2.895	118.7	.842
July.....	3.990	165.4	.605	2.913	119.4	.838
August.....	3.990	165.4	.605	3.194	130.9	.764
September.....	4.240	175.8	.569	3.695	151.5	.660
October.....	4.240	175.8	.569	6.531	267.7	.374
November.....	4.490	186.1	.537	6.875	281.8	.355
December.....	4.490	186.1	.537	4.450	182.4	.548

In November, 1914, the purchasing power of a dollar as applied to coke was \$1.575. In August, 1920, it was 13.4 cents. Three times since the middle of 1917 it has dropped to 20.0 cents or below. The stabilizing effect of price control is seen in the figures for the last three months of 1917 and all of 1918, when the dollar's buying power held steadily at 40.7 cents. In 1919, with war conditions removed, prices declined and the dollar's buying power advanced to 63.5 cents in May. Increasing prices thereafter steadily diminished the dollar's equivalent in coke until in the summer of 1920 it would buy less than one-fifth as much as in 1913. This condition was repeated in August, 1922. In June, 1925, the dollar averaged 84.2 per cent of its 1913 buying power in the purchase of coke, while in November it averaged only 35.5 per cent of such power, due to radical increases in the wholesale price of this commodity.

Bituminous coal to a less extent shows the same variations as coke. From 1913 to the middle of 1916 the dollar averaged close to 100 cents in its purchasing power. At the end of 1916 and during the first half of 1917 it was only 39.5 cents. For the next two years it averaged well above 50 cents, dropping again to 39.5 cents in May, 1920, and to 31.3 cents in the closing months of that year. Following a period of rising buying power in the next two years, it fell to 30.2 cents in January, 1923, advancing again to 60.5 cents in the last month. Compared with 1913, the dollar in the first half of 1923 had lost almost two-thirds of its buying power as applied to bituminous coal. In 1925 its buying power averaged about 59 per cent of its pre-war power, with a decrease at the end of the year.

The table which follows furnishes a comparison of the pre-war dollar's purchasing power since 1913 for agricultural and nonagricultural commodities. The figures for agricultural commodities in this table are based on the wholesale prices of all products of American farms included in the bureau's regular series of weighted index numbers, while those for nonagricultural commodities are based on the prices of all other articles so included.

MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN PURCHASE OF AGRICULTURAL AND NONAGRICULTURAL COMMODITIES, 1913 TO 1925

[1913=\$1.000]

Year and month	Agri- cultural	Non- agri- cultural	Year and month	Agri- cultural	Non- agri- cultural	Year and month	Agri- cultural	Non- agri- cultural
1913:			1914—Continued.			1915—Continued.		
January.....	\$1.025	\$0.975	June.....	\$0.995	\$1.080	November.....	\$0.962	\$0.957
February.....	1.025	.976	July.....	.982	1.085	December.....	.949	.906
March.....	1.015	.981	August.....	.913	1.087	1916:		
April.....	1.008	.991	September.....	.911	1.075	January.....	.922	.852
May.....	1.027	.999	October.....	.961	1.101	February.....	.914	.823
June.....	1.010	1.002	November.....	.962	1.116	March.....	.899	.794
July.....	.992	1.009	December.....	.975	1.101	April.....	.880	.778
August.....	.986	1.009	1915:			May.....	.871	.768
September.....	.965	1.003	January.....	.952	1.094	June.....	.876	.762
October.....	.978	1.005	February.....	.933	1.092	July.....	.859	.769
November.....	.979	1.015	March.....	.944	1.092	August.....	.811	.773
December.....	.990	1.040	April.....	.936	1.093	September.....	.778	.765
1914:			May.....	.932	1.078	October.....	.743	.732
January.....	.984	1.049	June.....	.965	1.062	November.....	.699	.675
February.....	.987	1.043	July.....	.951	1.046	December.....	.719	.630
March.....	.994	1.040	August.....	.967	1.037	1917:		
April.....	1.001	1.047	September.....	.993	1.017	January.....	.696	.616
May.....	1.000	1.062	October.....	.960	.994	February.....	.673	.605

[601]



## MONTHLY CHANGES IN BUYING POWER OF THE DOLLAR IN PURCHASE OF AGRICULTURAL AND NONAGRICULTURAL COMMODITIES, 1913 TO 1925—Continued

Year and month	Agricultural	Non-agricultural	Year and month	Agricultural	Non-agricultural	Year and month	Agricultural	Non-agricultural
1917—Continued.			1920—Continued.			1923—Continued.		
March.....	\$0.637	\$0.596	March.....	\$0.431	\$0.423	March.....	\$0.691	\$0.583
April.....	.571	.585	April.....	.407	.411	April.....	.693	.580
May.....	.532	.564	May.....	.401	.411	May.....	.698	.594
June.....	.541	.537	June.....	.405	.418	June.....	.707	.606
July.....	.541	.525	July.....	.415	.417	July.....	.719	.619
August.....	.522	.534	August.....	.445	.420	August.....	.714	.627
September.....	.518	.552	September.....	.461	.425	September.....	.680	.626
October.....	.507	.596	October.....	.511	.441	October.....	.678	.634
November.....	.499	.605	November.....	.552	.473	November.....	.679	.641
December.....	.505	.601	December.....	.627	.503	December.....	.684	.645
1918:			1921:			1924:		
January.....	.502	.591	January.....	.658	.533	January.....	.689	.639
February.....	.498	.588	February.....	.700	.564	February.....	.697	.629
March.....	.497	.582	March.....	.705	.592	March.....	.712	.631
April.....	.490	.570	April.....	.756	.612	April.....	.717	.639
May.....	.496	.561	May.....	.769	.622	May.....	.727	.646
June.....	.494	.555	June.....	.791	.639	June.....	.735	.656
July.....	.482	.543	July.....	.768	.659	July.....	.705	.660
August.....	.466	.541	August.....	.746	.672	August.....	.682	.658
September.....	.452	.536	September.....	.750	.669	September.....	.685	.661
October.....	.462	.534	October.....	.763	.658	October.....	.660	.661
November.....	.458	.534	November.....	.785	.649	November.....	.661	.653
December.....	.457	.541	December.....	.796	.650	December.....	.636	.642
1919:			1922:			1925:		
January.....	.460	.557	January.....	.801	.660	January.....	.618	.636
February.....	.476	.568	February.....	.750	.670	February.....	.624	.625
March.....	.458	.578	March.....	.735	.674	March.....	.614	.633
April.....	.443	.584	April.....	.736	.670	April.....	.640	.645
May.....	.437	.570	May.....	.722	.639	May.....	.645	.648
June.....	.455	.540	June.....	.724	.622	June.....	.634	.641
July.....	.437	.513	July.....	.710	.592	July.....	.618	.637
August.....	.436	.495	August.....	.736	.574	August.....	.612	.639
September.....	.461	.492	September.....	.736	.585	September.....	.616	.640
October.....	.461	.487	October.....	.717	.592	October.....	.637	.635
November.....	.445	.478	November.....	.698	.597	November.....	.642	.630
December.....	.431	.467	December.....	.690	.598	December.....	.651	.633
1920:			1923:					
January.....	.416	.444	January.....	.704	.592			
February.....	.432	.429	February.....	.701	.588			

In the first half of 1920, the year of high prices, there was little difference in the buying power of the pre-war dollar as between agricultural and nonagricultural commodities, the average being around 42 cents. After the middle of that year, with the slump in prices of farm products, the purchasing power of the 1913 dollar in terms of agricultural commodities rose rapidly, reaching 80.1 cents in January of 1922. At this time the pre-war dollar was equal to only 66.0 cents in the purchase of nonagricultural commodities. In 1923 and 1924 relatively more agricultural than nonagricultural commodities continued to be purchasable by the dollar of 1913, but in 1925, except for the last three months, these conditions were reversed, showing that agricultural products had again slightly exceeded the price level of other commodities.

## WAGES AND HOURS OF LABOR

### A Basic Principle for Determining Wages—A Trade-Union Viewpoint

**A** RESOLUTION of the 1925 convention of the American Federation of Labor enunciated the principle that the workers' real wages should increase "in proportion to man's increasing powers of production." (MONTHLY LABOR REVIEW, December, 1925, p. 194.) Mr. William Green, president of the federation, in an address before the Chicago Forum on January 10, 1926, defined this principle as follows:

Labor is basing its demand for high and still higher wages upon reasons that are clearly basic and fundamental. It lays claim to a just and equitable share of the products of industry. It contends that labor's reward shall not be merely enough to meet the requirements of the family budget, but that, in addition, it shall be representative, in full measure, of labor's contribution to industry.

This shifts the whole wage basis from the places where it has been erroneously placed, namely, the cost of living, a living wage or a saving wage. All of these bases are too intangible, too indefinite, and too susceptible to conflicting interpretations.

The developments of modern industry have inevitably placed the basis of wage demands and wage theories upon the eternal principles of equity, justice, fair dealing, and frankness.

In the American Federationist of January, 1926, Mr. John P. Frey, president of the Ohio State Federation of Labor, develops the same idea at greater length. "The early trade-unionists had but one purpose—a determination created by sheer necessity, to improve their condition as wage earners as much as they could, through the militant strength of these organizations." These men pursued this aim to the best of their ability without regard to the theories of economists or the objections of employers. Later on, however, trade-unionism formulated certain phrases explaining its philosophy of wages or the bases for its wage demands, conspicuous among which have been the following: "A fair day's pay for a fair day's work"; "a living wage"; "a saving wage"; "a full return for the value of the workers' contribution to society." In Mr. Frey's judgment, none of these has been a satisfactory statement; they all crumble under careful analysis.

Who, he asks, can competently determine a fair day's work or a fair day's wage? What is a "living wage"? Upon whose standard of living is such wage to be based? "A saving wage" is equally unsatisfactory as a rule or guide to determine the wage rate. A full return to the workers for the value their labor creates, he holds, is also uncertain and unsound doctrine, for if the worker were paid only in proportion to the value which his trade skill and hard labor add to production, both industry and commerce would be adversely affected.

While acknowledging the danger of discussing basic wage-payment principles in the face of the various complex and only vaguely understood forces in modern commerce and industry, the writer is of the

opinion that even the very inadequate statistical information that we have on the increasing powers of production and real wages "proves that the wage earners are less able to buy back what they produce to-day than they were 25 years ago. One result of this condition is idleness, the passing of dividends, and bankruptcy proceedings."

In support of the wage principle set forth by the American Federation of Labor, the following two quotations are given, the first from "Profits," one of the latest studies for the Pollak Foundation of Economic Research, and the second from the Monthly Letter (November, 1925) of the National City Bank of New York:

Progress toward greater total production is retarded because consumer buying does not keep pace with production. Consumer buying lags behind for two reasons: First, because industry does not disburse to consumers enough money to buy the goods produced; second, because consumers under the necessity of saving can not spend even as much money as they receive. There is not an even flow of money from producer to consumer, and from consumer back to producer.

The idea of connecting up the workingman's advance with increasing production is all to the good. It is not only true that his real gains must come through industrial progress, but that industrial progress will utterly fail of results and actually choke down for want of an expanding market, unless there is the widest possible distribution of benefits. All plans for increasing production necessarily contemplate a corresponding increase of consumption, and the only way that consumption can be obtained is through a constant increase in the buying power of the masses. Broadly speaking, everything produced in all of the industries must be sold back to the people engaged in the industries, for there is no other way of disposing of the output.

Mr. Frey does not expect industry to be convinced over night that its welfare depends upon increasing wages, but he thinks "the groundwork has been laid" for the future acceptance of this principle.

### Wages in Sawmills and Logging Camps in Oregon, Washington, and Idaho, 1925

**R**EPORTS of the Loyal Legion of Loggers and Lumbermen (known as the Four L) show the wages paid in the various occupations in the sawmills and logging camps of Oregon, Washington, and Idaho in 1925.<sup>1</sup>

The following data giving the lowest, highest, and average wages paid for an eight-hour day in some of the more important occupations are taken from these reports. The Pacific Coast division covers Oregon and Washington west of the Cascade Mountains and includes the districts of Coos Bay, Willamette Valley, Tillamook Line, Columbia River, southwestern Washington, Grays Harbor, Tacoma and vicinity, Puget Sound (Seattle district), and northern Puget Sound. The Inland Empire division covers Oregon, Washington, and Idaho east of the Cascade Mountains and includes the districts of central Oregon, eastern Oregon, northern Idaho, and eastern Washington.

In some of the occupations wages are given for only one of the two divisions. In some instances this seems to be due to the fact that because of differing conditions, certain occupations found in one locality are not found in another location. In other instances the same

<sup>1</sup> Similar data for 1924 were given in the MONTHLY LABOR REVIEW for March, 1925, pp. 72-74.



work is done under different occupation titles, or perhaps there is a greater subdivision of titles. For example, in the logging industry in the Pacific Coast division all laborers are reported under one name, while in the Inland Empire division there are five divisions of the occupation.

AVERAGE DAILY WAGES IN SAWMILLS AND LOGGING CAMPS IN 1925, BY OCCUPATION

*Sawmills*

Occupation	Wages per day					
	Pacific Coast division			Inland Empire division		
	Lowest	Highest	Average	Lowest	Highest	Average
Blacksmiths	\$4.00	\$8.00	\$5.65	\$4.50	\$7.10	\$5.70
Boom men	3.40	5.60	4.25	3.60	4.80	4.00
Carriage riders				3.80	4.60	3.90
Carrier drivers	4.00	5.50	4.80	4.40	6.00	5.00
Chainmen	2.80	5.50	3.85			
Chainmen, dry				3.20	4.00	3.50
Chainmen, green				3.40	6.60	4.25
Doggers, first main	3.00	5.20	4.00			
Doggers, second main	3.00	4.50	3.80			
Doggers, first pony	3.60	4.25	3.80			
Doggers, second pony	3.60	4.00	3.80			
Edgermen				4.60	6.10	5.20
Edgermen, under 10-inch	3.25	7.50	5.15			
Edgermen, over 10-inch	6.00	8.50	6.95			
Filers	7.00	14.00	10.20	8.00	14.00	10.90
Laborers	2.40	4.25	3.47½	3.00	4.00	3.40
Lath mill bolters	3.50	5.40	4.40	3.60	6.20	4.50
Lath pullers	3.10	5.35	4.40	3.80	6.50	4.80
Lath tiers	3.00	4.40	3.80	3.00	5.00	4.25
Machinists	4.40	7.40	5.80	4.80	8.00	6.20
Millwrights	4.00	8.00	6.00	4.75	6.50	5.35
Pilers	3.00	6.50	3.95			
Pilers, green lumber				4.00	7.50	5.20
Planer feeders				3.60	4.10	3.90
Planer feeders, fast	3.50	5.44	4.15			
Planer feeders, slow	3.40	4.50	4.00			
Planer off-bearers	3.00	4.40	3.60	3.20	3.85	3.60
Pond men	3.60	6.50	4.50	3.40	4.50	3.95
Sawyers	6.80	13.00	9.25			
Sawyers, band				7.20	8.60	7.75
Sawyers, circular				5.50	7.50	6.40
Sawyers, gang				5.00	6.70	5.35
Setters	3.00	6.00	4.80	4.40	6.50	4.90
Slashermen	3.40	4.50	3.80	3.40	4.00	3.50
Trimmermen, automatic	3.80	7.00	5.40			
Trimmermen (line-up men)	3.00	5.00	3.90			
Trimmermen, head end				3.80	4.40	3.95
Trimmermen, tail end				3.40	4.40	3.60

*Logging camps*

Occupation	Lowest	Highest	Average	Lowest	Highest	Average
Blacksmiths	\$4.60	\$8.00	\$6.40	<sup>1</sup> \$90.00	<sup>1</sup> \$165.00	<sup>1</sup> \$115.00
Brakemen, head	4.00	7.00	5.60	4.00	4.50	4.25
Brakemen, second	3.80	5.80	4.90	3.80	4.50	4.00
Buckers	4.00	8.00	5.20			
Car repairers	4.00	6.50	5.80	3.40	5.00	4.10
Choker setters	4.00	5.50	4.85	3.40	4.40	3.80
Cooks, first	<sup>2</sup> 80.00	<sup>2</sup> 200.00	<sup>2</sup> 137.50	<sup>2</sup> 90.00	<sup>2</sup> 150.00	<sup>2</sup> 132.50
Cooks, second	<sup>2</sup> 50.00	<sup>2</sup> 125.00	<sup>2</sup> 85.00	<sup>2</sup> 60.00	<sup>2</sup> 90.00	<sup>2</sup> 75.00
Engineers, donkey	4.80	6.50	5.90	4.40	5.20	4.80
Engineers, loader	4.20	8.00	6.00	4.50	6.40	5.60
Engineers, locomotive	4.50	8.00	6.40	5.00	6.50	5.40
Fallers, head (see sawyers)	4.40	8.00	5.70			
Fallers, second (see sawyers)	4.00	6.50	5.00			
Filers				<sup>2</sup> 65.00	<sup>2</sup> 90.00	<sup>2</sup> 72.50
Filers, head	5.00	10.50	6.50			
Filers, second	4.40	6.50	5.50			
Firemen, donkey	3.20	4.50	3.85	3.40	4.00	3.60

<sup>1</sup> Per month.

<sup>2</sup> Per month and board.

AVERAGE DAILY WAGES IN SAWMILLS AND LOGGING CAMPS IN 1925, BY  
OCCUPATION—Continued

## Logging camps—Continued

Occupation	Wages per day					
	Pacific Coast division			Inland Empire division		
	Lowest	Highest	Average	Lowest	Highest	Average
Firemen, locomotive	\$3.40	\$6.00	\$4.40	\$3.40	\$4.40	\$4.00
Hookers (hook-on men)	4.00	6.00	5.00	3.60	4.80	4.10
Hook tenders	6.10	10.00	8.00			
Hook tenders, ground line				4.80	6.00	5.40
Hook tenders, sky line				5.00	6.00	5.40
Laborers	2.80	4.50	3.75			
Laborers, common				3.20	4.00	3.60
Laborers, grade				3.20	3.80	3.50
Laborers, section (see section men)				3.20	3.80	3.50
Laborers, steel gang, hand				3.80	4.20	3.90
Laborers, steel gang, machine				3.80	4.20	4.00
Loaders, head, long log	5.50	8.50	7.00			
Loaders, head, short log	5.00	7.00	6.50			
Loaders, second, long and short	4.50	7.20	5.60			
Loaders, top				3.50	5.00	4.80
Machinists	5.00	8.00	6.40	4.80	6.80	5.25
Raftsmen	4.00	6.00	5.00			
Riggers, head	4.50	9.00	6.60	4.00	5.75	5.40
Riggers, second	4.50	8.00	6.00	4.00	4.25	4.00
Rigging slingers	4.00	7.00	5.40	3.60	4.20	3.90
Sawyers (see fallers)				3.60	4.50	4.00
Section men (see laborers, section)	2.80	5.00	3.75			
Swampers	3.40	5.50	4.60	3.40	4.00	3.60

## Wages and Hours of Labor in Australia, June 30, 1925

THE following data as to weighted average weekly wage rates and working hours in Australia and its constituent States are taken from the Quarterly Summary of Australian Statistics, September, 1925 (p. 66), published by the Commonwealth Bureau of Census and Statistics:

WEIGHTED AVERAGE WEEKLY WAGE RATES AND HOURS OF LABOR IN  
AUSTRALIA, JUNE 30, 1925, BY INDUSTRY GROUPS

[Shilling at par=24.3 cents, penny=2.03 cents; exchange rate varies]

Industry group	South Australia		Western Australia		Tasmania		Australia	
	Hours per week	Weekly wage rate	Hours per week	Weekly wage rate	Hours per week	Weekly wage rate	Hours per week	Weekly wage rate
Wood, furniture, etc.	45.64	s. d. 97 3	47.87	s. d. 96 4	45.60	s. d. 102 6	45.99	s. d. 99 8
Engineering, metal works, etc.	48.00	97 4	47.25	98 3	48.00	102 1	47.49	97 9
Food, drink, etc.	46.36	96 3	46.26	94 5	47.94	92 0	46.67	94 8
Clothing, boots, etc.	44.00	97 8	44.00	96 8	46.29	90 5	45.58	92 7
Books, printing, etc.	47.53	105 11	43.00	118 10	46.00	106 4	44.77	107 9
Other manufacturing	47.73	99 3	47.60	96 9	47.53	95 0	47.09	96 3
Building	44.00	106 4	44.53	101 5	44.15	104 3	44.37	106 3
Mining	43.79	71 5	43.87	108 9	45.42	97 4	44.04	104 11
Rail and tram services	48.50	97 8	48.00	95 4	48.00	95 9	47.89	98 4
Other land transport	48.00	90 6	48.00	92 8	48.00	94 2	48.35	90 2
Shipping, etc.		101 8		98 3		100 4		99 2
Pastoral, agricultural, etc.		84 6		88 3		89 2		85 11
Domestic, hotels, etc.	48.00	88 1	48.00	90 4	54.00	66 4	48.30	86 6
Miscellaneous	47.78	90 0	48.00	89 7	48.56	88 7	47.67	92 4
All groups		92 6		96 3		92 11		94 8

## WEIGHTED AVERAGE WEEKLY WAGE RATES AND HOURS OF LABOR IN AUSTRALIA, JUNE 30, 1925, BY INDUSTRY GROUPS—Continued

Industry group	New South Wales		Victoria		Queensland	
	Hours per week	Weekly wage rate	Hours per week	Weekly wage rate	Hours per week	Weekly wage rate
		s. d.		s. d.		s. d.
Wood, furniture, etc.	45.94	100 2	46.23	101 9	44.11	97 9
Engineering, metal works, etc.	47.91	98 0	47.92	98 5	44.00	93 8
Food, drink, etc.	47.03	93 11	47.11	95 7	45.39	94 6
Clothing, boots, etc.	46.14	91 1	45.81	91 8	44.00	97 7
Books, printing, etc.	44.24	104 3	45.15	110 9	44.00	107 4
Other manufacturing	46.92	96 9	47.48	95 3	45.18	94 1
Building	44.85	105 8	44.00	106 10	44.00	109 8
Mining	43.83	105 1	45.12	103 9	43.03	111 8
Rail and tram services	48.00	97 2	47.49	101 0	47.89	98 8
Other land transport	48.43	90 9	48.47	89 2	48.33	88 3
Shipping, etc.		97 6		101 4		99 0
Pastoral, agricultural, etc.		84 0		83 5		91 9
Domestic, hotels, etc.	48.00	87 1	48.43	87 7	48.00	83 5
Miscellaneous	47.80	91 0	47.81	95 11	46.47	91 5
All groups		93 11		95 6		95 10

## Wages and Prices in Sao Paulo, Brazil

THE November-December, 1925, issue of the Bulletin of the International Union of Woodworkers gives figures on the cost of living and wages in the woodworking industry in Sao Paulo, Brazil.

Cabinetmakers, carpenters and joiners, wood turners, machinists, skilled sawmill workers, and cartwrights receive 1.8 milreis<sup>1</sup> per hour; chair makers, 2.2 milreis; paper hangers, upholsterers, and fraising machinists, 2.5 milreis; unskilled workers, from 0.8 to 1.2 milreis. Foremen receive fixed monthly wages of from 350 to 450 milreis. Extra pay for overtime varies from 10 to 25 per cent but is often not paid. The report states that the worker is obliged to supply his own tools but receives no compensation for their wear and tear. Wages are paid once a month throughout Brazil.

The average number of working hours are 8 for shop workers and 9 for sawmill workers, carpenters, joiners, paper hangers, and unskilled workers.

The following statement shows the average retail prices of certain staple articles on October 1, 1925:

	Price in milreis
Beef.....	kilogram <sup>2</sup> 2.0
Pork.....	do 5.0
Bacon.....	do 5.0
Dried fish.....	do 3.5
Lard.....	do 6.0
Eggs.....	dozen 2.5
Bread.....	kilogram 1.1
Potatoes.....	do 1.2
Butter.....	do 9.0
Salt.....	do .6
Sugar.....	do 1.5
Soap.....	cake .5
Tobacco.....	kilogram 8.0-10.0
Cigar (moderate price).....	each .7-1.0

<sup>1</sup> Milreis at par=54.62 cents; exchange rate varies.<sup>2</sup> Kilogram=2.2 pounds.



The report further states that a pair of shoes costs from 35 to 40 milreis; overalls, 15 milreis; workmen's trousers, from 25 to 30 milreis; and an ordinary Sunday suit of clothes, 300 milreis.

Houses having two or three rooms rent for between 200 and 250 milreis per month.

### Changes in English Wage Rates in 1925

THE Ministry of Labor Gazette (London) publishes in its issue for January, 1926 (pp. 3, 4), a summary of the wage changes reported to the labor department during the year 1925. The reports furnished do not cover agricultural workers, Government employees, the police, domestic servants, and shop assistants and clerks. In the industries covered the number of persons affected by changes and the net changes in the wage levels were less than in any other year since the outbreak of the war.

In the industries and services for which statistics are available the changes reported during the year resulted in an aggregate net increase of about £80,000<sup>1</sup> in the full-time weekly wages of nearly 900,000 workpeople and in a net decrease of about £160,000 in those of approximately 850,000 workpeople. In 1924 approximately 3,000,000 workpeople received net increases amounting to £616,000 a week and about 480,000 sustained a net decrease of £62,000 a week.

The following table shows the numbers of workpeople affected by the changes in rates of wages reported to the department in 1924 and 1925, and the net amount of the change in their weekly rates of wages, in each of the principal groups of industries for which statistics are available:

NUMBER OF WORKERS AFFECTED BY CHANGES IN WEEKLY WAGES, AND NET AMOUNT OF CHANGE, BY INDUSTRY GROUP, 1924 AND 1925

[Pound at par = \$4.8665; exchange rate varies]

Industry group	Approximate number of workers affected				Total net amount of increase (+) or decrease (-)	
	1924		1925		1924	1925
	Increase	Decrease	Increase	Decrease		
Mining and quarrying.....	866,000	357,000	8,800	403,000	+ £125,100	-£66,900
Brick, pottery, glass, chemical, etc.....	223,000	150	29,500	1,200	+35,000	+4,500
Iron and steel.....	166,000	47,000	19,000	171,000	+17,100	-36,300
Engineering and shipbuilding.....	149,000	7,800	6,500	600	+46,700	+900
Other metal.....	89,000	44,000	31,500	34,000	+12,200	-1,050
Textile.....	182,000	800	67,000	59,000	+13,600	+500
Clothing.....	28,000	12,500	218,000	6,300	+2,100	+21,100
Food, drink, and tobacco.....	80,000	1,600	23,200	10,200	+14,500	+800
Woodworking, etc.....	54,000	100	6,000	4,400	+9,700	+250
Paper, printing, etc.....	3,000	1,000	10,000	-----	+300	+1,450
Building and allied trades.....	474,000	250	44,000	-----	+104,900	+5,200
Transport.....	332,000	5,500	210,000	151,000	+120,200	-27,300
Public utility services.....	274,000	3,300	170,000	7,000	+38,400	+15,500
Other.....	99,000	1,000	30,500	6,500	+14,100	+2,150
Total.....	3,019,000	482,000	874,000	854,200	+553,900	-79,200

The Gazette calls attention to the fact that this table deals only with full-time wage rates, and shows nothing as to the effect upon the worker's earnings of unemployment, which has increased during the year. It is also to be noted that the changes reported to the labor

<sup>1</sup> Pound at par = \$4.8665; exchange rate varies.

department and embodied in this table are mainly those arranged between organized groups of workers and employers, and that many changes affecting unorganized workers, especially where only the employees of a single corporation are concerned, are not reported.

The industries mainly responsible for the decrease are coal mining, iron and steel, and transportation; the group of "other metals" shows a slight decrease, but this is not sufficient to affect the situation materially. In the coal industry the reductions were principally in the Yorkshire and East Midlands area, where wages were reduced from 59¼ to 46⅔ per cent of standard rates. In the other principal coal fields they had reached the lowest level permissible under the 1924 agreement before the end of 1924, and remained at that figure throughout 1925. The reductions in the iron and steel trades were accomplished by successive cuts in all the principal districts. The reduction in the transport group was mainly due to a cut in the rates paid to seamen, amounting in the majority of cases to 20s.<sup>2</sup> a month for men on monthly shipping articles and to 6s. 6d.<sup>2</sup> a week in the case of those on weekly articles.

The increases noted were secured, in a number of cases, through the working of the trade boards acts, or minimum wage machinery.

The principal bodies of textile workers whose wages were increased were jute operatives, for whom the minimum rates as fixed under the trade boards acts were increased, and woolen operatives in the west of England. Increases in the minimum rates fixed under the trade boards acts, affecting men and women in the ready-made and wholesale bespoke tailoring trade and the wholesale mantle and costume trades, and women in the shirt making trade, also accounted for the greater part of the increase in the clothing group. The increases in the building trade affected painters in Scotland and operatives generally at certain towns in the eastern and southern counties, which were upgraded under the national grading scheme. In the transport group, a net increase of 1s. a week in the wages of a large number of railway men accounted for the greater part of the increase. In the public utility services the principal bodies of workpeople who received increases were employees in the gas supply industry and those in the electricity supply industry and in the nontrading services of local authorities in certain districts.

About 350,000 workers employed in industries not included in the above table received increases but also suffered reductions during 1925, which left their wages at the same level at the end as at the beginning of the year. In a number of other industries wages remained unchanged; among these were engineering, shipbuilding, the cotton and wool textile industries, paper making, printing and bookbinding, boot and shoe making, dock labor, flour milling, vehicle building, and, apart from certain local adjustments, building.

The methods by which the increases and reductions were effected present some interesting features.

Of the total increase of £145,000 weekly, £8,400 was accounted for by the operation of sliding scales dependent on selling prices, or (in the coal-mining industry) on the proceeds of the industry; £62,000 resulted from the operation of cost-of-living sliding scales, including £4,500 under scales embodied in trade board orders; and £34,000 was the result of agreements arrived at by joint industrial councils and other standing joint bodies of employers and workpeople, £21,500 of this amount taking effect under cost-of-living sliding scales agreed upon by such bodies. Increases amounting to £10,300 were the result of arbitration or mediation, nearly 5 per cent of this amount being conceded after disputes causing stoppage of work; £24,200 took effect as a result of orders under the trade boards acts (excluding the effect of cost-of-living sliding scales);

<sup>2</sup> Shilling at par = 24.3 cents, penny = 2.03 cents; exchange rate varies.

and the remaining increases were mainly arranged by direct negotiation between employers and workpeople, preceded in the case of increases amounting to £1,800 by stoppages of work.

Of the total reduction of £224,000, nearly £128,000 was due to the operation of sliding scales based on selling prices or on the proceeds of the industry, and nearly £45,000 to cost-of-living sliding scales, including £3,250 under scales embodied in trade board orders; £53,500 was the result of agreements arrived at by joint industrial councils and other standing joint bodies of employers and workpeople, nearly £12,000 of this amount taking effect under cost-of-living sliding scales; and the bulk of the remainder was accounted for by direct negotiation between employers and workpeople or their representatives. Decreases preceded by a stoppage of work accounted for £2,500.

Among agricultural laborers, who are not included in the above table and discussion, there was a general rise in wages resulting from the action of the agricultural wages boards established by an act of 1924. It is estimated that for ordinary agricultural laborers the increase during 1925 amounted to about 3s. 5d. a week.

*Changes in hours of labor.*—Changes in hours, like changes in wages, were comparatively few during the year. Approximately 5,000 workers were affected by such changes, 1,200 having their hours increased by an average of two and one-fourth per week, while 3,800 had their hours reduced by an average of nearly four per week. "In 1924, 13,000 workers had their hours increased by an average of nearly two per week, while those of 16,000 workers were reduced by about three-fourths hour per week."



## WOMEN IN INDUSTRY

### Women's Industrial Conference, Washington, D. C.

THE second women's industrial conference, called by the United States Women's Bureau, opened its sessions with a meeting on the night of January 18, 1926, in Washington, D. C. Miss Anderson, Director of the Women's Bureau, read a message of greeting from President Coolidge, who, after speaking of the fact that as Governor of Massachusetts he had signed laws of special benefit to the workers of the State, continued as follows:

Industry has come thoroughly to recognize its responsibility toward its employees. The Government approves of and shares in that responsibility. It regards the welfare of the wage earners with the utmost solicitude. It has come to be recognized almost universally that only upon justice to the wage earners of the Nation can there be reared any lasting prosperity. America is unwilling to nourish any system under which the rewards of human effort are not equitably distributed among all those engaged in any industry.

Society necessarily looks to the management of industry as mainly responsible for the conduct of industry. The employment of women has, however, a broader significance to the Nation other than purely industrial problems. It is a social problem, and as such it needs the attention and interest of the country as a whole. Women can never escape the responsibility of home and children, and the workingwoman as a mother and potential mother challenges universal interest. Millions of workingwomen are home makers. Inasmuch as our national life rests upon the stability of the American home, and the Nation can only be as strong as its women, we must have an intelligent understanding of and sympathy with their problems.

A conference of this kind is one of the surest means of reaching that understanding and should be of benefit to our country. I have great pleasure in welcoming the present gathering to Washington, and I hope the deliberations will prove helpful in solving the problems connected with the employment of women in industry.

The President's message was followed by an address by Hon. James J. Davis, Secretary of Labor, which, the Secretary being unavoidably absent, was read by the Assistant Secretary, Carl Robe White. The Secretary stressed the increasing demands made by industry on the worker, and the urgent need for careful consideration of how it can be so safeguarded as to prevent racial deterioration. He emphasized the nervous strain due to the use of high-speed machinery and to the demand for rapid production, and spoke of the increased use of substances dangerous to health with resultant risks to the workers. He dwelt upon the overfatigue which results from many forms of employment, the monotony of other forms, the nerve-racking effect of continuous clatter of machinery, the lowering of vitality due to poor lighting and faulty ventilation, and the cumulative effects of these conditions when hours are unduly long. And in considering the effect of these things upon women their special function as mothers of the race must, he emphasized, be always borne in mind.

It seems to me that in this industrial age, in this day when we are all engaged in business, the women as well as the men, we are apt to overlook the one fact of greatest importance. Ideal conditions of work and labor are ends to be striven for, to be won, for men as well as for women, but in this rush of teeming life we

live we are apt to overlook the one most important factor, the welfare of those who are to come after us.

Whether woman works in the factory or in the home, she must remain the mother of the race, and the question therefore is, what are the children of working mothers to be like? What is the race to be like, as descended from this new sort of mother who toils and engages in the hard competition for gain?

Many substances are used in industry that have injurious effects upon us all but particularly on women. Lead is the worst offender and it is used in a wide variety of industries. Women employed in such industries are less likely to have children. They often bear dead children. They more often lose their children in infancy. And even when the children live they frequently do so with the effects of lead poisoning in them. The meaning of this is that lead poisoning is race poisoning.

A number of attempts, the Secretary pointed out, have been made to safeguard women, especially in respect to their racial function. One, inaugurated over half a century ago, relates to the employment of women up to the time of childbirth. In 1877 the Swiss passed a law forbidding the factory employment of child-bearing women for eight weeks before and after confinement. Twenty-nine countries now have laws forbidding their employment for a definite period either before or after childbirth or both, and five countries have ratified an international agreement on the matter. Some countries furnish financial help to mothers thus withdrawn from wage earning. "Massachusetts passed a law in 1911 forbidding the employment of women for two weeks before and four weeks after childbirth. This first law was followed by similar laws in Connecticut, Missouri, and Vermont. New York insists on a rest period of four weeks after the birth of a child."

Other laws designed to promote good conditions for woman workers were referred to, but it was pointed out that they do not meet the needs of the situation. Industry has not yet been made safe for the worker; much remains to be done, and it is imperative that careful and earnest consideration should be given to the problems facing women in industry.

Conditions and circumstances often require that women find places among the gainfully employed. Frequently they have to find remunerative employment not only for their own support, but to meet definite responsibilities in the support of children whose fathers have become incapacitated or no longer live, sometimes responsibilities must be met in the care of orphaned brothers and sisters, or aged or infirm parents. A hundred circumstances may make it imperative, because our present social system has found no other solution for difficult problems, that the young women become wage earners. Because this is so, we must the more fully realize our responsibility toward them and the community in their dual capacity as mothers of future citizens as well as wage earners. Because of her special importance to the welfare of the Nation, we must see that she is assured such conditions of work as will permit her to carry on satisfactorily her home-making activities; that her industrial life be so arranged that she will have time for self-education and for recreation, as well as for her home duties; that her earnings shall be adequate not only to meet her bare living expenses, but to provide for necessary contributions to the support of others; and that the conditions under which she works shall be such that her health and energy are preserved.

For a better understanding of the necessity for these conditions, and for a careful consideration of the methods for securing them, we have called this conference, and we hope that from the sessions will result a closer union of interests and efforts to improve the conditions of the wage-earning women of the United States.

Mrs. John Jacob Rogers, member of Congress from Massachusetts, followed with an address in which she contrasted former working con-

ditions in industry, particularly in the textile mills, with those prevailing to-day, and called attention to the standards reached by Massachusetts. It is to-day the only State in the Union in which a minimum wage law is functioning, it has a State law limiting hours for women in factories to 9 a day and 48 a week, and the garment workers have improved upon that by establishing for themselves a 40-hour week. Sanitation and lighting in the mills have been greatly bettered in past years, the sweat shops no longer exist, work in tenements is regulated by permits, and there is a fine spirit of willingness to talk over and adjust differences, shown by both employers and employees.

Mrs. Julius Kahn, member of Congress from California, gave a brief outline of the industrial legislation of California affecting women. The high points, she said, are the 8-hour day, the 48-hour week, regulation of night work, regulation of working conditions, and the minimum wage. The minimum wage law has been administered by an industrial commission, which set minimum standards for practically every group of woman workers in the State.

While these laws have served their purpose well, the great danger to be avoided is the perversion of this protective legislation for women; these laws must not be made to operate to the disadvantage of women by prohibiting their entering certain lines of endeavor; they must not be used to discriminate against women; they must not be construed as inhibitions against women entering certain lines of work. Their purpose is to help, not hamper, women.

#### Development and Expansion of Industry

THE first meeting on January 19 was given over to a discussion of the development and expansion of industry. Mr. John Edgerton, president of the National Association of Manufacturers, pointed out that the past 10 years have brought about a tremendous multiplication of industrial units and processes and have increased enormously the problems incident to industry, but that they have also brought about a better understanding between employers and employees, who are cooperating in working out the difficulties which face them. This means a solution of industrial problems by industry itself, a method far more flexible and better adapted to the varying needs of a changing situation than are legislative remedies, which are necessarily rigid, and cast in such general terms in order to meet a general situation that they may be quite unsuited to a particular case.

The influx of women into industry within recent years has brought confessedly some of the more delicate problems. The physical differences between the sexes account for some of the most serious of these, but I am persuaded that if given time industry will adapt itself to these differences as fast as it can be fully discovered what tasks women can perform better than men and to which they are better adapted.

I am very sure that few of these problems incident to the employment of women can be effectually solved by the application of legislative poultices, which is society's usual lazy and impatient way of trying to shift its responsibilities to the shoulders of governmental agencies.

A message was read from William Green, president of the American Federation of Labor, which emphasized the value of organization for women as well as for men. Women are in industry to stay, he said:

I am genuinely concerned that the standards for working conditions for women shall be raised and that women gainfully employed shall be developing ethical



industrial relations standards and the means of realizing them in the day's work. The trade-union movement believes that the primary dependence of wage earners, both men and women, in achieving these purposes is organizations of workers developed and controlled by the workers themselves. Such unions are competent to protect workers against industrial injustice. They are agencies through which collective bargaining can be initiated and maintained. \* \* \* They are the only agencies upon which workers can depend for keeping wages abreast industrial progress and for safeguarding their welfare in periods of readjustment. Their stabilizing function serves labor, the industry, and the community.

Miss Mary Van Kleeck, of the Russell Sage Foundation, followed with an earnest plea for a scientific study of industry from the point of view of social concern. Larger opportunities for women in industry, she said, depend upon the standards of living in the homes of the Nation, and these, in turn, depend upon the condition of the country's industries, measured in efficiency and also in standards of ethical ideals. Economic laws underlie industry, but the working of these laws is modified by innumerable factors. Seasonal unemployment, for instance, may depend upon the extent to which fashion demands swift changes in styles of dress, or upon changing fancies in ornamentation or furnishings. Industry is a network of human relations designed to produce goods and income for society; it is not an impersonal system functioning in a vacuum. Attempts to humanize industry have been met with the declaration that economic laws can not be altered. There is no necessity for altering them; all that is needed is to learn what they are and how to use them for the purposes we desire to attain. The great need of to-day is for careful study of industry in order to control waste, to reduce unemployment, to improve human relations, and to serve society better. The basis of control is the study of facts, and this is the contribution which the Government can make. "Through the Women's Bureau, which gathers facts about women's work and hardships and their opportunities, the Federal Government is not only protecting women and making their work more interesting and profitable, but it is also enlightening industrial managers."

#### Industrial Relations

AT THE afternoon meeting of the same day, Prof. William Leiserson, of Toledo University, speaking on the philosophy of industrial relations, showed that a number of different views had been held as to the nature of labor, such as the commodity theory, the public utility theory, the functional theory, and so on. The public view of what is desirable in the way of legislative control or social regulation depends largely upon the theory of labor held, and this view is apt to differ according to the holder's experience and general philosophy of life. Hence the difficulty of agreeing upon the proper handling of a labor problem, and the necessity for broad views and the ability to understand an opponent's attitude. Labor problems are primarily political and social, such as the maintenance of industrial peace, the protection of individual rights and opportunities, promotion of health, welfare and safety in industry, and the maintenance of uninterrupted production. Such problems can be settled satisfactorily only if there is a genuine effort on each side to understand the other's view, and to realize that the changes industry is undergoing make theories and attitudes which are generally accepted

at one time quite inapplicable at another. Harmony can be secured only by cooperation and tolerance.

Miss Frances Perkins, of the New York State Industrial Commission, spoke briefly upon the effects of shortened hours upon production. She pointed out that while the law of New York permits a 9-hour day and a 54-hour week, a large number of employers have voluntarily established a shorter work period, being convinced that a reduction of hours does not necessarily mean a reduction of output. The majority of the woman workers now have a week of 48 hours or less. The 44-hour week is common, and in a number of instances hours have been still further reduced, the week consisting of five 8-hour days. The first experiment with this week was made in an establishment producing children's clothing, and before attempting to introduce it the owner, a woman, made careful studies of production over a sufficient period of time to give her accurate standards of production. The results were then put before the workers, who were told that if they could produce the same amount in five days the factory would not open at all on Saturday; wages, of course, would remain unchanged. A plan has been devised for letting the workers in each department see every two hours what their production has been, so that they may know just how they stand in relation to the requisite output. So far, the standard output has always been reached by Friday night, and the factory has not opened on Saturday. In another case, a group of establishments inaugurated the 5-day week when demand was slack, thus making their orders cover a longer period. In this case wages were reduced in proportion to the reduced output, but as times grew better, it was found that by close attention to efficient methods it was possible to produce the standard output in five days, and the longer week has never been revived. The five-day week now prevails in summer in most of the large stores of New York City. It has been shown that the short week is very much liked by the employees, and employers introducing it usually have their choice of workers.

The improved technique of individual workers, better training of workers to jobs suited to their abilities, the reduction in loss of power and energy through quarrels, disputes, and intermittent self-chosen rest periods, has in many instances been enough to keep up the production on shortened workdays. Production measured over a long period rather than over a daily period undoubtedly shows an even better condition on the shorter workday, for the regulation of employment and production means a stabilizing of the health and ability of all the workers.

Miss Agnes Nestor, president of the Chicago Women's Trade Union League, spoke of the advantage of working out adjustments in conferences between employers and employees, and Mr. Henry P. Kendall, of the Kendall Mills (Inc.), gave an account of how conditions had been improved in a southern mill village by putting its management into the hands of the workers themselves. The village was not incorporated and was entirely the property of the mill company, but the management decided to try the experiment of giving the community the same kind of self-government that prevails in nonmill settlements. A local government was inaugurated, the villagers electing their officials, and under the administration thus secured civic spirit developed and local conditions were greatly improved.



## Social Problems

THE worker's right to citizenship was discussed at the morning session of January 20, by Miss Rose Schneiderman, of the Cloth, Hat, Cap, and Millinery Workers' International Union, who stressed the need for a certain amount of leisure and freedom from worry in order to take an intelligent interest in public questions. "Economic conditions," she said, "are largely responsible for the laxity in citizenship, and unless we improve these economic conditions intelligent citizenship will suffer." Miss Carroll, of Goucher College, spoke on the right to education, and put in a plea for a more constructive education, which should open up to the student the possibilities of richer and fuller life. Mrs. Robert Speer, president of the national board of the Young Women's Christian Association, spoke on the right to recreation and urged that more attention should be given to securing recreation that should really recreate, instead of merely serving to pass the time.

## Health Problems

IN THE afternoon, Dr. Alice Hamilton, of the Harvard Medical School, spoke on industrial hygiene in relation to women, and devoted herself mainly to a discussion of industrial poisons. This field, she pointed out, has increased in scope and perplexity since the war, since a number of new substances have come into use which are known to be dangerous, but which have not yet been sufficiently studied to show how their use can be safeguarded. In the United States the occupations involving the use of industrial poisons employ a much larger number of men than of women, and usually the latter are not employed in the most dangerous processes. Nevertheless, the number of women exposed to the risk of industrial poisoning is much larger than it was before the war.

The best known of the industrial poisons to which women are exposed is lead. It is definitely known that exposure to lead poisoning tends to decrease a woman's power to bear children, that it increases the likelihood of stillbirths, and that, if the children are born alive, they are less likely to survive than the children of women who do not work in lead. Some French researches tend to show that the employment of men in lead industries also militates against the health and viability of their offspring, but this is not so well established as in the case of women.

Since the war there has been a marked change in the kind of solvents used in rubber factories, and in factories using varnish, shellac, lacquer, and other coatings. A large number of new solvents have been introduced, and an old solvent, coal-tar benzol, has spread widely through industry, displacing naphtha and benzine, which are much less dangerous. It is probable that benzol is more dangerous for women than for men, and because chronic benzol poisoning affects the elements of the blood, it is obvious that it must interfere with successful maternity. The wide use of benzol as a solvent for gums and resins is looked upon as one of the most serious developments in industry which has occurred in recent years, but it is by no means the only change which involves danger to the worker.



A great many new and more or less unfamiliar industrial poisons have come into use since the war, and each month we hear of at least one new one. This brings about a serious situation, for unless the new poisons are carefully tested on animals the human beings who use them in trade processes will be taking the place of experimental animals. Unfortunately, it seems to be nobody's duty to undertake the investigation of these new dangers.

Dr. Hugh S. Cummings, of the United States Public Health Service, spoke on public-health problems. Since industrial workers are exposed to the conditions of the factory and workshop for only a part of the day, and since even during this part they are still affected by the general conditions of their community, the question of community standards of health is of even greater importance than that of industrial standards. He therefore proceeded to outline a public-health program, providing for healthful living conditions, protection against infection and contagion, and for preventive and remedial measures which the individual, acting alone, can not possibly secure, and for which, therefore, he may reasonably look to the public as a whole.

Questions from the floor, at the conclusion of the scheduled addresses, brought out the fact that, with one exception, there are no authoritative data showing the effect of different occupations, or even of industrial employment in general, upon a woman's capacity for successful motherhood. The exception is found in regard to the lead-using trades, the fact having been definitely established that exposure to lead dusts and fumes militates against successful maternity. As a matter of reason and common sense, though not of experimentation, the benzol-using trades might be added, since it is obvious that benzol poisoning, affecting as it does the blood itself, must interfere with the power to bear healthy children. Beyond this, Doctor Hamilton would make no assertions. Doctors present stated that the most serious known cause of stillbirths and abortions is syphilis, a fact which, they were careful to emphasize, has no industrial significance whatever. Questions were put as to the effect of industrial employment, especially of specific occupation, upon the health of woman workers, apart from their maternal functions, and Doctor Thompson, of the United States Public Health Service, was called upon to answer. He spoke of detailed studies being carried on by the service in textile mills, which show that the loss of time through illness is much greater in the case of women than of men. He was unable, however, to say how the morbidity rate of women in the mills compared with that of women in the general population or of women not industrially employed. (Speaking on this point at another meeting, Miss Josephine Goldmark called attention to a study of death rates made in Fall River, Mass., by Dr. Arthur Perry, of the United States Bureau of Labor Statistics, which showed that, taken by race and age groups, the death rates of female textile-mill operatives were higher than those of female nonoperatives. This was true of male operatives also, as compared with male nonoperatives, but in their case the disparity was not so great.) Further questions brought out the fact that there are no data showing the effect upon infantile mortality of the industrial employment of the mother. The infantile death rate is affected by many causes, and as yet no studies have been made sufficiently comprehensive and detailed to show the

relative weight of different factors, such as poverty, insanitary environment, industrial employment of the mother, lack of intelligent care during pregnancy and confinement, and the like.

### Special Protective Legislation for Women

**D**URING the earlier meetings it developed that there was a considerable desire on the part of many delegates for a discussion of the advantages or disadvantages of special legislation for women, a subject which had not been included in the original program, and to meet this an extra meeting was arranged for the evening of January 20. Miss Mary Van Kleeck, of the Russell Sage Foundation, and Miss Mabel Leslie, of the International Brotherhood of Electrical Workers, spoke in favor of such legislation, and Miss Josephine Casey, of the Street Car Workers' Union, and Miss Gail Laughlin, of the National Woman's Party, opposed it. Miss Van Kleeck called attention to the fact that they all, whether they favored or opposed such legislation, are working for certain definite improvements in the condition of gainfully employed women, such as a reasonably short workday, opportunity to fit themselves for skilled trades and to enter them when fitted, good working conditions, fair pay, and the like. The only point on which the two sides differ is as to how these can best be obtained. There are a number of methods to be used—such as organization of the workers so that they may be strong enough to secure good conditions for themselves, education of public opinion to insist upon good conditions, education of employers to a perception of the improved efficiency which comes with the health and contentment of the workers—and, among the rest, the method of forbidding by law specific undesirable conditions. Why not use this method along with the rest? Organization and education are good methods, but slow, and it is notoriously hard to organize working women. By prohibiting by law long hours or night work or dangerous trades for women, protection is secured for them while they are being organized and awakening to their own power to secure good conditions. Moreover, shortening hours by legislation protects the unorganized workers against the strain of overfatigue and gives them leisure and strength to devote to the consideration of labor questions, thus helping them to gain education and promoting their unionization.

Miss Josephine Casey, speaking on the other side, followed with an appeal to the trade-union women to work through the union, instead of trusting to legislation. Miss Mabel Leslie, speaking in favor of special legislation, dwelt on the advantages she had herself experienced through the shortening of hours by law in New York State. Miss Laughlin, closing for the opposition, declared that they object to so-called protective legislation for women because it handicaps them in competition with men, because both directly and indirectly it hinders their entrance into profitable and suitable employments, because it tends to perpetuate the idea of woman's inferiority, classing her with children as a weakling who must be cared for by others instead of being able to defend her own interests, and because, in placing her on a different footing before the law from men, it opens the door to other legal discriminations against her. Laws restricting the hours of women but not of men not only keep women out of

certain occupations in which occasional overtime may be necessary, but hinder their working up from the ranks into administrative positions. The better positions in industry go to people who can do the work, not to those who can work till a certain hour and then must stop. It is unreasonable to say that since men provide an eight-hour day for themselves through their unions, an eight-hour law for women does not place them at a disadvantage. The union limitation provides for overtime at an increased rate of pay, in case of an emergency, while the legal restriction is absolutely rigid. Naturally, under such conditions the employer will take a man in preference to a woman, and the law tends to give men the choice of jobs, relegating women to those which are so unpleasant or so ill-paid that men do not want them. The ends sought by the so-called protective legislation should be obtained by women for themselves through organization. It is not to the point to say they can not be organized, for experience shows that they can be. One great obstacle in the way of doing so, however, is the attitude fostered by the continual repetition of the assertion that they can not be organized and that they must be protected by legislation. The way to protect them is to give them equal opportunity, not to impose on them restrictions and limitations. If there are conditions which can best be regulated by law, make the law applicable to the worker, not to the sex. This can be done, for when it has been shown that work of a certain kind is injurious either to the health of the worker or, through the worker, to the community, the courts have upheld restrictions upon the labor of men as well as of women.

#### Reasons for Concern Over Working Conditions

THE reasons for concern over the conditions under which the woman wage earner works formed the subject for the morning session of January 21. Miss Mary Koken, a silk weaver from New Jersey, spoke of the importance of the subject to the worker herself; Mrs. Percy Jackson, president of the Consumers' League of New York, gave the reasons why the consumer should interest herself in the matter; Mrs. Benson, representing the Illinois Manufacturers' Association, spoke of the interest of employers in the topic; and the Rev. Worth M. Tippy, of the Commission on Churches and Social Service, and Dr. John E. Cooper, of the Catholic University, Washington, D. C., spoke of the reasons impelling the church to take an active part in the struggle for good conditions. In the discussion from the floor which followed, one delegate who had worked for some time past in the Far East, called upon the conference to recognize the peril to good conditions at home involved in the existence of bad conditions abroad. The long hours, low pay, and sweated conditions of workers in the factories of the East, she pointed out, tended to make manufacturers there dangerous competitors against the manufacturers of the West who were trying to maintain good conditions.

#### Attitude of Government

AT THE afternoon meeting, Mrs. Maud Wood Park, of the National League of Women Voters, spoke on the attitude which should be taken by the National Government in regard to woman



workers. She pointed out that since the passage of the equal suffrage amendment, the Government had established the Women's Bureau in the Department of Labor, and the new Bureau of Home Economics in the Department of Agriculture; it had abolished the law by which a woman must take the citizenship of her husband, and had written into law, through the Lehlbach Classification Act, the principle of no discrimination on the ground of sex, either in payment or in opportunity for advancement. Among the important things remaining to be striven for are securing for the Women's Bureau and the Home Economics Bureau appropriations commensurate with the importance of the work they are doing, removal of the sex discriminations which still, in fact, though not in theory, remain in force in the Federal service, and the establishment of standards of justice for woman workers which may serve as models for State governments and for private employers.

At this meeting the following resolution was passed, after full discussion, by a vote of 95 to 10:

Whereas equality for men and women in industry is a controversial matter now before Congress and the State legislatures, be it

*Resolved*, That this conference, called together under the auspices of the United States Department of Labor, recommends that the Women's Bureau make a comprehensive investigation of all the special laws regulating the employment of women, to determine their effects. Be it further

*Resolved*, That the Director of the Women's Bureau be requested to form an advisory committee analogous to the census advisory committee with whom the director will take counsel concerning the scope of the investigation; and that the personnel of such committee include equal representation of both sides of the controversy over special legislation for women.

The conference closed with a dinner on the evening of January 21, presided over by Miss Mary McDowell, of Chicago, at which addresses were made by several of the woman executives of the Federal Government.

### Conclusion

**I**N LOOKING at the conference as a whole, two noticeable features were the keen desire manifested for authoritative data upon which to base a program of progressive improvement in working conditions for women, and the growing realization of the difficulty of securing and presenting such facts. The questions from the floor showed a widespread demand for facts, rather than for sentiment or opinion, while the speakers on the official program pointed out, in case after case, the complexity of the problems involved, the difficulty of securing the facts needed, and the necessity for careful and detailed study before conclusions may safely be drawn as to the proper solutions for the problems.

The conference was attended by 291 delegates from 107 national organizations and 136 State branches of national organizations. Delegates were present from 41 States, the District of Columbia, Porto Rico, the Philippine Islands, and the International Labor Office.

## Dependents of Woman Workers

THE United States Women's Bureau has lately published as its Bulletin No. 49 the results of a study, made by members of the Bryn Mawr summer school for woman workers in industry, dealing with the family responsibilities of the women in their own group. The school was made up of 101 women between the ages of 21 and 36 who had received scholarships enabling them to attend Bryn Mawr for eight weeks of study. They came from 19 States, thus representing a wide variety of industrial conditions. The majority—68—were native-born Americans, and most of the others had been in the United States for 10 years or over. Thirty-one were garment workers, 24 were textile workers, and the remainder were from other industries.

It may be assumed that workers who could afford to give up their regular occupation for eight weeks would not be expected to have a heavy burden in the care of dependents and that their experience would undermeasure the burden of dependency for women in industry in general. It is probably true, however, that the majority of them represented the higher wage levels, as the requirements for admission as to education and experience would suggest.

The students were classified according to whether they were responsible for the support of total or partial dependents, or had no family responsibilities. A total dependent was defined as one who had no source of support except the student concerned. According to this definition, 19 of the workers had total dependents, 14 having one, 4 having two, and 1 having three dependents who had no other source of support. Six of the workers in this group were under 25, and two of these were each responsible for the support of two dependents.

Partial dependency is far more difficult to define than total dependency, for when a worker lives at home and contributes to the family exchequer, it is hard to say what proportion of her contributions should be regarded as payment for board and lodging and what as aid given to others. However, the amounts turned in each week to the family were tabulated, and it was found that while 13 (only 1 of whom lived at home) paid in nothing at all, the others contributed regularly amounts ranging up to \$40.

The number contributing more than \$15, the outside amount given by those living in the largest cities as necessary for self-support, and exclusive of those already counted as having dependents, is ascertained from unpublished figures to be 18. This is in no sense an indication of the whole number of women with partial dependents, as is manifest from the use of \$15 instead of \$10 or less as the cost of self-support at home. Therefore it is safe to say that to the 19 women reported as having total dependents may be added more than 18 who contributed to the family fund an amount in excess of the cost of their own maintenance.

Of the 23 who lived away from home, 11 contributed to the support of the families, 4 of these being in the group having total dependents. The 7 others who contributed to the family fund, although receiving no material return from the family, may, it is felt, fairly be added to the 18 who were paying more than sufficient to cover their own maintenance, thus giving 25 who might reasonably be looked upon as having partial responsibility for family support.

In summing up, attention is called to the fact that very nearly one-fifth of the group had total dependents, while over two-fifths

definitely contributed to the maintenance of total or partial dependents, and that it is doubtful whether these workers did not represent more favorable conditions than prevail among woman wage earners as a whole.

The Bryn Mawr summer-school workers, however, did not include many representatives of the hardest-pressed workers. They were at least so situated that—their maintenance being covered by scholarships—they could spare two months away from their employment and forfeit their earnings for that time. Therefore it is reasonable to assume that the share in family support of women workers in general is probably an even heavier burden than that carried by the group studied.

### Decree Relating to Employment of Women in Cuba<sup>1</sup>

ON November 16 President Machado issued a decree making the employment of women mandatory in many lines of business in Cuba. The law provides that establishments selling women's articles exclusively must employ a full force of woman clerks, exceptions being made only in the case of male supervisors. Fifty per cent of the employees of establishments selling perfumes, stationery, sport articles, toys, and the like must be women.

<sup>1</sup> Report from the American consul at Havana, Cuba, Nov. 30, 1925.



## CHILD LABOR .

### Child Welfare and Employment in North Carolina

THE biennial report of the North Carolina State Child Welfare Commission for the two years ending June 30, 1924, shows the extent and variety of the work intrusted to the commission. It was formed in 1919 by act of legislature and entered on its duties on July 1 of that year. It has charge of the child labor and factory inspection laws and has large powers in the matter of regulating the employments in which children may be engaged. Through its control of the issuing of certificates it is enabled to keep an accurate record of the number of children going into industry, of the occupations they enter, and the varying trends of their employment. Attention is called to the fact that in the brief period during which the commission has been at work, there has been a falling off in the number of children aged 16 or under entering industry. For the year ending June 30, 1923, the commission issued 10,425 work certificates, of which 9,468, or 90.9 per cent, were for white, and 957, or 9.1 per cent, for colored children. In the following year a total of 7,739 certificates was issued, 6,856, or 88.8 per cent, being for white, and 883, or 11.2 per cent, for colored children. The lessened demand for children in industry was shown also by a survey of the industries of the State, during which an examination was made of all the certificates issued for employment in mechanical, manufacturing, and business places to see how many of the children were actually working.

Cotton mills show that 1,514, or 25 per cent, fewer children were employed in the year ending June 30, 1924; hosiery mills show that 488 fewer children were employed during the year; tobacco factories employed 229 fewer children; furniture factories, a decrease of 20 children; workshops and laundries, an increase of 23 children employed; an increase of 17 is shown in hotels and restaurants; other employments described show a decrease of 54 children employed; manufacturing places, an increase of 145; department stores, a decrease of 200 children employed; other places, as explained, an increase of 54 children employed; places of amusement have gained 17 employed; miscellaneous have also gained 25, and offices show a decrease of 95 children employed.

In making a summary of the vocations in which children are employed a most striking contrast is noted in the reduction of children in the major industries in our State, and the increase in employment in the smaller business places. This is due to more than one influence; a heavy depression in business last year has caused the industries to put on schedules of curtailment in production. It naturally affected the employment of children.

A marked tendency has been noted in the restriction of children in employment in the major industries of our State, which has been done in favor of the education of the child. It is the policy of some of our largest manufacturing interests to employ no child at any time under 16 years of age.

A study of the school records of the children shows that in the year ending June 30, 1923, two-fifths (40.5 per cent) of the total number reported on were in the first four grades, while in the following year the proportion in these grades was 42 per cent. The work done in connection with this study is rousing public interest in the question



## MINIMUM WAGE

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### New Minimum Wage Order for Candy Factories in Massachusetts

THE division of minimum wage of the Department of Labor and Industries of Massachusetts announces a revision of its wage decree relative to women and girls employed in candy factories. The new rate is \$13 per week as a minimum wage for women and girls with a year's experience, beginners receiving a minimum of \$9 weekly. This supersedes the former minimum for beginners of \$8 and for experienced workers of \$12.50, in effect since January, 1920. The board which made the investigation for this revision adopted a cost-of-living budget of \$13, the wage recommended being the full amount of such budget. This occurred also in the latest previous revision, affecting the manufacture of envelopes, tablets, and other stationery goods. Those who have kept in touch with the history of Massachusetts decrees will recall that in a number of earlier instances it was decided that the state of the industry did not permit the fixing of a rate equal to the budget found by the investigative board, and the changed policy, as illustrated by these two recent instances, may be construed as indicating either a change of attitude, as that the industry must support itself, or a changed industrial prosperity in that the industries themselves are found to be in improved conditions in this respect. Note may be made of the fact that the candy workers' budget is found to be 75 cents per week less than that of the stationery workers, based on investigations made about the middle of the year 1925. At that time the board and lodging were put at \$8.36 weekly and clothing at \$1.93. The later budget gives for candy workers \$8 and \$2 for these items respectively. Other variations which are difficult to explain are the allowance of 31 cents for dentists, doctors and oculists in the stationery workers' budget while candy workers were allowed 50 cents; for car fares the allowances were \$1.13 and 80 cents respectively; for vacation, 44 cents and 25 cents respectively, etc. Doubtless these divergencies represent differences of opinion rather than actual experiences of workers of the respective classes.

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### Minimum Wage Law for Male Workers in British Columbia

JUST at the time when the minimum wage laws of the United States have been subjected to adverse judicial action, with some attempts to meet the same by legislative changes, the Canadian Province of British Columbia proposes an extension of the principle into a wider field. In the United States no proposition has been seriously entertained involving the fixing of minimum wage rates for adult male workers. Various foreign countries have regarded as



feasible for all classes of workers the system of legislative, or at least administrative, regulation of wages to the extent of fixing a minimum rate. Conspicuous examples have been agricultural workers and mine workers in Great Britain, but in Canada, as in the United States, the principle has been hitherto applied practically to women and minors only. True, British Columbia has had a law since 1919, authorizing a minimum wage board for coal miners, but no action has ever been taken thereunder; while in Alberta, "no person shall be employed by any employer in any factory, shop, office or office building at a wage less than \$1.50 per shift, except in the case of apprentices who may be paid a wage of not less than \$1 per shift," but such a rate is too low to affect male adults.

The Legislature of British Columbia, at a session closing December 19, 1925, enacted a law entitled "The male minimum wage act," providing for the fixing of minimum wages for male employees generally in that Province.<sup>1</sup> Excepted are farm laborers, fruit pickers and packers, fruit and vegetable canners, and domestic servants.

The nature of the act as conceived by the legislature is implied by the fact that its enforcement was put in the hands of the board of adjustment administering the eight-hour day law rather than in the hands of the minimum wage board interested in the law applying solely to the employment of women. The law contains the customary provisions for investigation and determination of rates for employees in the different classes under different conditions and times of employment. Provision is to be made for handicapped workers, part-time employees, and apprentices, both as to rates and the proportionate number of such workers that may be employed by any employer. Penalties for violation are fines ranging from \$50 to \$500 for each employee affected, with imprisonment for from two to six months in default of immediate payment of the fine.

The original proponent of the measure included industry generally, but accepted representations as to the difficulty of administering such a law, and brought in a new bill limited to the lumber industry only. The Minister of Mines wished it to include coal mining as well. However, the legislature finally decided on a general law, with the exceptions noted.

It may be of interest to note that no specific provision is made for advisory boards of a temporary nature in the various industries, such as were provided for in the State laws on the subject, leaving it in the hands of the board of adjustment to "conduct such inquiries as it deems necessary for the purposes" of the act along the lines laid down by the public inquiry act. As the administration of this act is in the hands of an existing agency, it may fare better than the ineffective coal-mining act of 1919.

<sup>1</sup> Labor Gazette; Ottawa, January, 1926, pp. 17, 18.

## LABOR AGREEMENTS, AWARDS, AND DECISIONS

### AGREEMENTS

#### Anthracite Mining Industry—Pennsylvania

THE suspension in the anthracite mining industry was terminated on February 17, 1926, when the accredited representatives of the mine workers and operators ratified a new agreement which had been tentatively arrived at a few days previously. Actual mining operations were resumed the following day.

The suspension began on September 1, 1925, upon the expiration of the former two-year agreement and the failure of the parties to negotiate a new agreement, and lasted 170 days. It involved directly about 148,000 workers in 828 mines operated by 135 companies, not including some 8,000 to 10,000 maintenance men who remained on duty to preserve the properties from injury. The area affected covers about 500 square miles in northeastern Pennsylvania, practically all of the commercial anthracite in the United States coming from this limited territory.

The terms of the agreement, which was signed February 11, follow:

(1) Work shall be resumed at once under the terms of the expired contract which, subject to modification as hereinafter provided, shall be in force and effect until August 31, 1930.

(2) At any time after January 1, 1927, but no oftener than once in any year, either party may, in writing, propose modifications in the wage scales of said contract. The parties agree within 15 days after receipt of such written proposals, to start conferences in the usual manner in an effort to agree upon such modifications.

(3) If within 30 days after starting such negotiations the parties have not agreed, all issues in controversy shall be referred to a board of two men with full power and without reservation or restrictions; and the parties agree to abide by any decision or decisions of such board, either on the merits of the controversy or as to procedure to be followed. Such board shall be appointed as follows:

The operators shall name three men and the miners shall name three men. The operators shall select one man from the miners' list and the miners shall select one man from the operators' list, and the two men so approved shall constitute said board. Unless otherwise agreed, the men named by the parties shall not be connected with the United Mine Workers of America or the business of mining coal. The board shall be obligated, within 90 days after appointment, to arrive at a decision on all issues in controversy, and to that end shall formulate their own rules and methods of procedure and may enlarge the board to an odd number, in which event a majority vote shall be binding.

(4) The demands of the operators and the mine workers on the question of cooperation and efficiency are referred to the board of conciliation, exclusive of the umpire, which shall work out a reciprocal program of cooperation and efficiency.

(5) The board of conciliation shall proceed to equalize wages, etc., in accordance with clause (12) of the agreement dated September 19, 1923.

(6) Except as modified herein, the terms and provisions of the award of the Anthracite Coal Strike Commission and subsequent agreements made in modification thereof or supplemental thereto, as well as the rulings and decisions of the board of conciliation, are hereby ratified, confirmed, and continued during the term of this contract, ending August 31, 1930.

The Board of Conciliation referred to in section 4 is an existing agency established under earlier agreements.

## Cloth Hat, Cap, and Millinery Workers—Chicago

THE current agreement under which the cloth hat, cap, and millinery workers of Chicago are now working reads in part as follows:

*Hours and system of work.*—(a) Forty-four hours shall constitute a week's work.

(b) The system of work shall be week work.

(c) Overtime work shall be paid for at the rate of time and one-half.

(d) No overtime will be permitted when members of the union are not all employed. Saturday afternoon can not be worked at any time.

(e) Any worker who habitually comes late during the week when overtime is being worked, shall be entitled to the overtime rate of time and one-half for as many hours as he or she works in excess of 44 hours.

*Holidays.*—(a) Five holidays shall be observed as follows: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas. On these holidays, the shops will be closed and for them the workers shall be paid.

(b) New employees shall not be entitled to pay for holidays during the two weeks of trial. Such workers, however, upon becoming permanent workers shall receive back pay for such holidays with their fourth week's pay.

*General provisions.*—(a) The manufacturers agree to have all their work made in their own shops. During the busy season, if no additional help can be obtained, a manufacturer may buy or send work out to be made in other union shops.

(b) New help to be paid not less than the rate of his or her last place, in time of the trial, except those that are not known to the union.

(c) To get paid for the time lost on account of an accidental breakdown of power.

*Employment.*—(a) Unemployed insurance, of 3 per cent of regular salary earned.

(b) We agree to employ [as] cutters, operators, blockers, and hand finishers only good-standing members of the United Cloth Hat and Cap Makers' Union; also lining makers.

(g) Foreman, forelady, or any member of the firm, shall not be permitted to work in slack season or when members of the union are unemployed.

*Discharge and stoppage.*—(a) No worker shall be discharged without sufficient cause or reason, nor until opportunity is given to make proper investigation.

Rates of pay are not specified in the agreement.

## Clothing Industry—Cincinnati

THE essential parts of the agreement between the Amalgamated Clothing Workers and the A. Nash Tailoring Co. of Cincinnati, made for four years from January 5, 1926, are as follows:

It is the expectation and intention of the parties to this agreement to achieve, through its operation, a state of industrial democracy in the factory and shop.

Both parties will contribute without stint to impart a true dignity to labor, and to bestow on all those who work a real and effective citizenship in industry, through which alone will it be possible to attain true citizenship in the community. It is the hope and belief of the parties to this agreement that their progress in achieving this end of a working democracy in industry can be so striking as to make it the example for all those who wish to follow.

The hours of work shall remain as at present, and overtime shall be paid at the rate of time and one-half for all hours in excess of 44.

Changes in the general level of wages can be proposed annually by either party to this agreement.

Piece rates shall be fixed by collective bargaining.

A committee representing both parties shall be appointed to examine and adjust the wages of underpaid sections.



A committee composed of representatives of both parties shall be instructed to formulate a plan for the creation of a fund to protect workers in time of involuntary unemployment and of need arising from other causes.

Preference shall be given to union members in hiring new help.

The full power of discharge and discipline lies with the employer. It is agreed that this power shall be exercised with justice and with regard to the reasonable rights of the employee. The power to discharge shall be exercised only through the duly authorized and responsible representative of management. If the union, after investigation, finds that an employee has been discharged without just cause and that it can not reach an adjustment with the representative of management, it may bring the cause to the arbitrator.

During slack season, if any, the work shall be divided as nearly as is practicable among all employees.

Each of the parties shall designate one or more authorized representatives who shall have the power to investigate, mediate, and adjust complaints. The representatives of both parties shall be available to give prompt and adequate attention to their duties, and it shall be incumbent upon them to use every legitimate effort to settle any complaint or grievance submitted to them. The union shall have in each shop or floor one duly accredited representative who shall be recognized as the officer of the union having charge of complaints and organization matters within the shop.

Complaints or grievances upon which representatives of the parties are unable to agree shall be referred to an arbitrator, chosen jointly by the parties to this agreement.

### Electrical Workers—Galveston, Tex.

**UNION** No. 527 of the International Brotherhood of Electrical Workers, has for some time been working under a contract which contains several provisions of interest as showing the union's willingness to accept responsibility for good work and good service to the public. Wages are fixed at \$1.12½ an hour, with 50 cents additional per day for foremen, and the usual 44-hour week is provided for, with working hours from 8 a. m. to noon, and from 1 p. m. to 5 p. m., except on Saturday, when they end at noon. No overtime or holiday work is provided for, but the following provision for emergency service is made: "Shop will be entitled to one journeyman at regular rate of wages on Saturday afternoon for trouble work only."

The foreman is to be responsible for the proper installation of all work, as well as for all shop tools and materials furnished for use on the job, with the proviso that he must be furnished with a suitable receptacle for storing these safely. In case poor work is permitted, the following provision applies, the "party of the second part" being the union:

Party of the second part agrees to make good, or see that its members make good on their own time any work that is not properly done by them, unless work was done according to instructions of party of the first part, or when proper material was not furnished. If the workman in fault refuses to make good said work, or has left the job, the party of the first part may have the work rectified by another workman and the cost shall be paid by the party of the second part, provided notice in writing is given as soon as practical after party of the first part learns of the situation complained of.

## Leather Workers—Chicago

**L**OCAL No. 20 of the United Leather Workers' International Union made an agreement with the manufacturers of fancy leather goods and pocket books of Chicago, August 28, 1925. The agreement provides for a closed shop and a 44-hour week with overtime at the rate of time and a half and double time for Sundays and holidays. An extended list of piecework prices is appended.

The other interesting portions of the agreement follow:

Local Branch No. 20, agrees to furnish to the party of the second part the use of its union label without cost, other than a compliance with the conditions following:

Second. That the party of the second part further agrees that he will employ none but members of the aforesaid organization and if none such are procurable, will only employ such workmen as agree to and do become members of the said international union within two weeks after going to work.

Sixth. The minimum scale of wages paid for day or week workmen, cutters, shear cutters, male operators, machine parers and repairers shall be \$35 per week. Pocketbook makers and framers shall be 85 cents per hour.

1. Piecework prices to be agreed upon between employer and shop committee. Minimum piece prices to be based on \$1 per hour. Female machine operators are to receive the minimum scale of \$22 per week, working week work, piece work prices to be agreed upon between employer and shop committee to be based on this class of work at the minimum rate of 50 cents per hour.

Seventh. Helpers with two years' experience or more shall receive not less than \$20 per week. Inexperienced helpers shall receive not less than \$15 per week. It is expressly understood and agreed upon that those receiving more than the foregoing scale shall not suffer a reduction by the adoption of this scale. It is further mutually agreed upon that no more than one helper be allowed to one journeyman.

A helper must serve three years before becoming a journeyman.

Eighth. No work shall be given out to be made in the homes of workers, whether said workers are employed in the shops or outside of the factory.

Tenth. The party of the first part further agrees to promote the interest of the party of the second part in so far as advertising and recommending the business of the party of the second part to all of its friends and constituents as deserving of their patronage, as a result of their compliance with the terms and conditions set forth in this agreement.

## Meat Cutters—Westchester County, N. Y.

**L**OCALS No. 489 (Yonkers), No. 631 (Mt. Vernon), and No. 254 (White Plains) of the Amalgamated Meat Cutters and Butcher Workmen in Westchester County, N. Y., made an agreement with their employers, November 1, 1925, from which the following sections are taken:

Third. A week's labor shall consist of 6 days. Weeks containing a legal holiday shall consist of 5 days. The working hours for the first five days of the week shall commence at 7 a. m. and cease at 6 p. m. with one hour for dinner. On Saturday the working hours shall commence at 7 a. m. and cease at 9 p. m. with one hour for dinner and one-half hour for supper.

Fifth. The day previous to election day, work to commence at 7 a. m. and cease at 6 p. m. Friday, February 12 (Lincoln's birthday), shall not be observed as a holiday.

Sixth. Days previous to the following holidays: Thanksgiving Day, Tuesday and Wednesday, work to commence at 7. m. and cease at 9 p. m. Christmas Day, New Year's Day, Wednesday and Thursday, work to commence at 7 a. m. and cease at 9 p. m., with one hour for dinner and one-half hour for supper.

Seventh. Under no circumstances shall any Sunday work be permitted.

Eighth. The minimum scale of wages shall be \$45 per week. Men receiving over, not to be lowered. The representative for the locals, the employer, and the man concerned to be a committee to adjudge the qualifications of the man concerned, whether he be an apprentice or an elderly man, as to the salary he should obtain.

Ninth. Extra help for Friday shall receive \$8 and \$10 for Saturday. Also \$10 for a day previous to a holiday.

Tenth. Any member working any hours other than in this agreement shall be paid as per ratio of wages. Positively no trade shall be waited on before 7 a. m. or after 6 p. m. on the first five days of the week, or before 7 a. m. and after 9 p. m. on Saturday. Positively no work shall be allowed on Saturday night after 9 o'clock. Also men to receive their salaries on Saturday evenings.

Eleventh. All men affiliated with Locals 489, 631, and 254 shall receive one week's vacation with pay or the equivalent; optional in each territory on the Wednesday half-day closing.

Twelfth. Any firm operating a shop or market under the above conditions is recognized as a strict union shop and is entitled to the use of the international market card free of charge where help is employed. The market card should be placed in a conspicuous place in the market. The market card shall at all times remain the property of the Locals 489, 631, and 254.

Thirteenth. A rental of the shop card is required where no help is employed steady. The amount of rental for the same shall be \$6 per year and payable in advance for one year.

Fourteenth. The market card will be removed from any market not complying with this agreement.

### Retail Clerks—Seattle

**L**OCAL No. 174 of the Retail Clerks' International Protective Association, located at Seattle, entered into an agreement, effective September 10, 1925, from which the following extracts are taken:

1. (a) That it is agreed that all sales people employed in the stores owned or controlled by the party of the first part shall be members of the Retail Clerks' Union No. 174.

(b) A temporary working card will be issued to all new sales people for a period of four weeks' duration without cost, after which time said employees must become members of this association.

2. It is expressly understood and agreed that the party of the first part shall not open their stores before 9 a. m. and close not later than 6 p. m. every day in the week. Clerks shall be in their respective positions and ready for business by 9 a. m. and no employee is to remain on duty for more than 15 minutes after 6 p. m.

4. No employee engaged in the selling of merchandise shall receive less than \$30 per week, except apprentices. Any sales person with less than one year's experience shall be classed as an apprentice and shall receive not less than \$15 per week for the first four months, \$20 a week for the second four months, and \$25 a week for the third four months, and a minimum scale of \$30 per week thereafter. All apprentices must become members of the union subject to its laws governing same.

6. No employee of the party of the first part shall suffer any reduction of wages through the operation or because of the adoption of this agreement.

### Sign and Pictorial Painters—St. Joseph, Mo.

**T**HE sign painters of St. Joseph, Mo., are working under an agreement in which wage rates are used in somewhat novel fashion to discourage a demand for hazardous work. Provision is made for the 8-hour day and the 44-hour week. Work on Labor Day is prohibited, no matter what the circumstances. No work is to be done



on Saturday after 12 noon, except in cases of extreme emergency, and the question of whether an emergency justifies such work is to be decided by the executive board of the union. Work done after 6 p. m. on five days of the week is to be charged for at time and half; work done on Saturday afternoon, Sunday, New Year's Day, Fourth of July or Christmas shall be paid for at double rates. The normal minimum rate shall be \$1.25 per hour for a journeyman, and 80 cents per hour for a helper. After this provision comes the following paragraph:

On all work above two stories from sidewalk level, workman and helper shall receive 50 cents per extra floor per day in addition to regular wages. On all electric signs and stick-outs, each man shall receive \$2 per day in addition to regular wages wherever these jobs are done while hanging.

### Stereotypers and Electrotypers—Springfield, Ohio

**I**N THE contract made between Stereotypers and Electrotypers Local No. 55 with the Crowell Publishing Co., of Springfield, Ohio, are the following clauses:

SECTION 2. All branches working at night shall be paid \$3 more per week than the day scale.

SEC. 3. This new contract to carry a provision for a bonus of \$2 per week during the life of this contract.

SEC. 11. There shall be created by the union a technical education and research committee, whose duty it shall be to see that all apprentices are thoroughly schooled in all phases of the business, both technical and practical. It shall further be the duty of this committee to acquaint the membership of the union with any new developments in the craft and to supply any information relative to the process of electrotyping that may be requested by any member of the union or any apprentice. The classes conducted by this committee shall be open to all members and apprentices. Any expense incurred in the conduct of the committee's duties shall be borne equally by the parties hereto.

### AWARDS AND DECISIONS

#### Boot and Shoe Industry—Haverhill, Mass.

**T**HE Haverhill Shoe Board issued a ruling (No. 440) December 9, 1925, of which the following is a part:

The board further recommends that all manufacturers and supervisors exercise special care to deal fairly with operatives when work has to be done over. Pieceworkers should not be made to do work over without compensation unless the responsibility for doing it is clearly upon the operative and no important ameliorating circumstances exist. Operatives are responsible for carrying out instructions but when such instructions (as in the present instance) are unusual and difficult to remember, or to remember correctly, reasonable assistance should be given by repeating the instructions when new work is given out, especially after a lapse of time since the last previous work was done under those instructions.

It is furthermore recommended that when special instructions, special ways of doing work, or special conditions encountered require expenditure of extra time by pieceworkers that payment be made by the hour or by some other special arrangement if the requirements are so serious as to reduce the operatives' earnings substantially below the hour rate. In other words, piece rates are not made to be used as a device for getting workers' time cheaply or for nothing as happens when the burden of mistakes or bad conditions is put upon a pieceworker who is not responsible for them.

### Clothing Industry—Baltimore

**I**N CASE No. 51, January 15, 1926, the Trade Board of Baltimore decided a claim for lost time. The union asked for 2½ hours' pay for certain operatives in three sections, who had lost that time waiting because of lack of work. The firm objected to the claim, alleging that the delay had been caused by the chairlady preventing another section from working overtime to prepare work for the operatives above mentioned.

The chairman of the trade board commented on the case as follows:

In the opinion of the trade board the trouble in this case was entirely unnecessary, and the firm and the union were both equally responsible for the trouble. If the chairlady had been notified that overtime was wanted from the section concerned, as should have been done, there would have been no loss of time. On the other hand, the workers in this section were apparently willing to work overtime at the foreman's request and would have prepared enough work for the succeeding sections if the chairlady had not told them they were not required to work.

A little common sense and forbearing on each side would have avoided the loss to the workers in the three sections, who were entirely innocent parties. Since both parties were responsible, the loss should be divided and only one hour's pay should be allowed to the operators in sections 153, 158, and 161.

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### Railroads—Decisions of Railroad Labor Board

**J**ANUARY 18, 1926, the Railroad Labor Board issued six long decisions settling several questions arising between the Brotherhood of Railroad Trainmen and the Erie Railroad Co.

#### Back-up Service

**I**N DECISION No. 4002 the question was whether two yardmen in the Jersey City yard should receive eight hours' pay for each day used in back-up service.

Rule 4 (a) of the general yard rules provides that "eight hours or less shall constitute a day's work." Rule 4 (b) provides that "Yardmen shall be assigned for a fixed period of time, which shall be for the same hours daily for all regular members of a crew. So far as it is practicable, assignments shall be restricted to eight hours."

The yardmen worked regularly from 9 a. m. to 5 p. m., but two members of the force were required to report at 8 a. m. to assist in handling suburban passenger equipment between the Jersey City passenger station and the Monmouth Street yard, returning to their regular work at 9 a. m. They received regular pay for eight hours and pay at the rate of time and one-half for one hour.

The employees contend that service performed in advance of a regular starting time is extra service, and shall be paid a minimum day independent of regular assignment, as the service performed was in no way connected with their assignment in the yard crew from 9 a. m. to 5 p. m.

The employees further contend that under rulings of the Commission of Eight and Railway Board of Adjustment No. 1, all service in advance of regular starting time shall be considered as extra service and subject to compensation under the provisions of schedule for extra service which provides for an extra minimum day.

The carrier's position appears in the following quoted paragraphs:

It has always been the practice on the Erie Railroad to require yardmen to perform work not considered as strictly yard switching when conditions made it necessary, and on this account the following rule was mutually agreed upon and incorporated in our general yard rules.

"Rule 5, paragraph (j). Yardmen assigned to duty shall be allowed one day. Yardmen assigned to other duties will be paid the established rates for the service performed, but in no case shall a yardman so assigned be paid less than the yard brakeman's rate for the service performed."

The rule which provides that eight hours will constitute a day's work in yard service simply requires the carrier to pay not less than eight hours when yardmen are permitted to begin work, and it is up to the carrier to furnish them work for a full period of eight hours. If, however, conditions are such that they can not be furnished work for a full period of eight hours, and they are released before they have performed eight hours' work, they must be paid for a period of eight hours.

In conclusion, the carrier contends that to place a construction upon rule 4 (a), which provides that eight hours will constitute a day's work for yardmen, that would obligate the carrier to pay a minimum day of eight hours at yard rates for the performance of one hour's work on the theory that for each change in duties or occupation required of yardmen this rule guarantees them not less than eight hour's pay, would be unjust, unreasonable, and not conducive to economical operation, particularly in view of the fact that similar rules have been in effect many years, and the accepted interpretation has been that for eight hours' pay, eight hours' work would be performed.

The board in its decision denied the claim of the employees.

#### Switching Limits

**I**N DECISION No. 4003 the question was whether switching limits or yard limits should control.

The facts in the case seem to be about as follows: Espyville is a point about 1.4 miles west of the yard-limit board out of Marion, Ohio. The practice has been for the yard crews in Marion to help westbound trains out of the yard, going even past the yard limit when necessary to help the train negotiate the grade ending at Espyville.

The question arose whether yardmen going outside of the yard limit were entitled to road rates of pay under the provisions of paragraph (b), rule 3, general yard rules, in effect on the Erie Railroad, and reading as follows:

"Where regularly assigned to perform service within switching limits, yardmen shall not be used in road service when road crews are available, except in case of emergency. When yard crews are used in road service under conditions just referred to, they shall be paid miles or hours, whichever is the greater, with a minimum of one hour, for the class of service performed, in addition to the regular yard pay and without any deductions therefrom for the time consumed in said service."

*Employees' position.*—The employees contend that when Mr. — and crew went outside of the yard limits in performance of pusher service they were entitled to a minimum of one hour in accordance with yard rule 3 (b). It has been the practice of the carrier to pay not less than a minimum of one hour to each member of the crew when required to go beyond yard limits. The employees further contend that the carrier established this practice when it paid crews under such circumstances.

The employees further contend that yard jurisdiction is designated by yard-limit boards, unless otherwise agreed upon by negotiation between the carrier and the employees.

*Carrier's position.*—For many years a practice has existed at Marion, under which yard crews are required to help westbound road trains out of the yard.

The carrier contends that in the absence of any designated point at which yard crews are to cut loose from road trains, the long-established practice must govern, and the fact that yard crews have, when necessary, gone beyond the



yard limit board clearly establishes as within the switching limits of Marion yard all the territory between the west end of Marion yard and Espyville. The service performed \* \* \* was not road service within the intent and meaning of paragraph (b), rule 3, of the general yard rules, quoted above.

The carrier concedes that past practice should govern. Therefore, as helping road trains out of Marion yard by yard crews has always been considered as the work of yard crews in this particular yard, it is not obligated to change the present practice under which yard crews are now paid continuous time at yard rates of pay, and to consider these yard crews as performing road service within the intent of paragraph (b), rule 3, general yard rules. Claim should, therefore, be denied.

*Division.*—Switching limits and not yard limits should control in this case. If the employees in question were not used beyond the recognized switching limits then their claim should be denied. If, however, they were used beyond recognized switching limits then they should be compensated under the rule. The board decides that under the rules in effect if crew was required to assist trains beyond the switching limits, it should be paid as per paragraph (b), rule 3, of the agreement.

#### Turn-around Service

IN DECISION No. 4004 the question was under which rule men should be paid for short turn-around service. A crew was assigned to make a round trip between Kent and Creston, Ohio, a distance of 34.8 miles each way and a round trip between Kent and Akron, a distance of 12 miles each way, or a total of 94 miles a day. The crew was paid under rule 2. The brotherhood claimed that they should have been paid under rule 3.

The two rules follow:

*Rule 2 (a).*—In all road service, except passenger service, 100 miles or less, eight hours or less (straight-away or turn-around), shall constitute a day's work. Miles in excess of 100 will be paid for at the mileage rates provided.

*Rule 3 (a).*—Trainmen in pool or irregular freight service may be called to make short trips and turn-arounds with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual miles with a minimum of 100 miles for a day; provided, (1) that the mileage of all the trips does not exceed 100 miles; (2) that the distance run from the terminal to the turning point does not exceed 25 miles; and (3) that trainmen shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty eight consecutive hours, except as a new day subject to the first-in first-out rule or practice.

The employees contended that the assignment in short turn-around service was not in accordance with schedule rules and was not a regular assignment, that the carrier had no right to couple up trips of over 25 miles with trips under 25 miles and pay a minimum day for such service.

The carrier's position was that similar arrangements had been in use for many years, that the runs covered "regularly work in certain territory" and was "operated with a certain degree of regularity," that the object of rule 3 was "to divide the extra freight work with crews in pool or unassigned freight service," and that "to pay this regular run under rule 3(a) would result in the crew receiving two days or 200 miles, although the actual miles run was less than 100."

The board denied the claim of the employees.

#### Continuous Time

IN DECISION No. 4005 the board considered a claim of the employees that a brakeman should be paid for a minimum day of eight hours for acting as flagman on a light engine from Spring

Valley to Haverstraw, N. Y., on certain dates "prior to his regular time to report for service as a regularly assigned brakeman on local freight." The facts in the case were as follows:

During February, 1923, there was a very heavy snowstorm in this territory which made it necessary to furnish assistance to passenger train No. 618 from Haverstraw to Spring Valley, a distance of 11 miles. The engine assigned to the way freight was laying over at Spring Valley, and this being the only available engine, it was used.

In order to comply with the laws of the State of New York, it was necessary to use, in addition to the engineer and fireman, one conductor or trainman. Spring Valley, N. Y., is an intermediate point on the New Jersey & New York Railroad, and no extra trainmen are located at that point. A trainman was called to accompany the way-freight engine. He was called to report at or about 5.30 a. m., to accompany an engine running light from Spring Valley to Haverstraw, N. Y., and he rode the same engine while it was assisting train No. 618 from Haverstraw to Spring Valley, arriving at that point at or about 7.30 a. m. He was not relieved from duty upon arrival of passenger train No. 618 at Spring Valley, but was held on duty and worked with his regular crew on the local freight which departed from Spring Valley about 8 a. m.

The employees contend that [the trainman] performed extra service independent of his regular assignment and should have been paid a minimum day for this assignment. The employees claim that for trips made prior to, or after completing, a regular assignment, the claim of 100 miles should be paid. The employees also claim that Spring Valley is his home terminal; that when he made the extra trip prior to his regular assignment, 7.30 a. m., he had finished a day in accordance with the first-in first-out rule of schedule; and that extra service can not be coupled up with regular service and paid on a continuous-time basis.

The carrier contends that it has always been the accepted practice to use any member of way-freight (local freight) crews which have their home terminals at intermediate points on operating divisions, when necessary, either before or after completion of their regular assignment, and compensate them on a continuous time basis—namely, miles or hours, whichever is the greater—and while the usual practice is to confine these crews to the performance of the work covered by their regular assignments, the entire crew or individual members of these crews are now and always have been used to perform emergency road work.

The carrier further contends that in the absence of any rule, or rules, in their wage agreement which provides pay on the basis of a minimum day for the additional service performed by Mr. H., prior to service on his regular assignment, or any rules which prohibit the use in cases of emergency of regularly assigned trainmen for extra service, the long accepted practice must govern.

The board sustained the claim of the employees.

#### Extra Passenger Brakeman

**I**N DECISION No. 4006 the wages of freight brakeman when called for passenger service was in question. The rule discussed, No. 13, reads as follows:

Men in regularly assigned or rounds freight or mine service called for special train or passenger service, who lose the opportunity for making their freight trip or trips thereby, shall be paid for such service not less than the freight trip allowance, for the run or runs which they lose. If no freight time is lost, passenger allowance will be paid in accordance with rates and time allowance in effect on the division or territory covered.

The employees interpreted the rule to guarantee "freight trainmen called for passenger services the difference between what they earn at passenger rates of pay while performing that service and what they would have earned had they remained in freight service including any overtime made by their regular crew."

The brotherhood accordingly requested that two brakemen on the Delaware division, held off their assigned freight runs on four



days to act as extra passenger brakemen, be paid the amount they would have earned in freight service.

The carrier vigorously opposed this request, giving a lengthy history of the application of the rule and holding that "overtime made which was incidental to each trip and not part of regular freight trip allowance," was not covered by the rule.

The board denied the claim of the employees.

### A Day's Work

**DECISION** No 4007 related to the interpretation of what is a day's work. General yard rule 4, paragraph (a) reads "Eight hours or less shall constitute a day's work."

A switch tender at Marion, Ohio, whose hours were from 10.30 p. m. to 6.30 a. m., was called on one night at 1 a. m. to take the place of the yard clerk who had been taken sick and had to be relieved. During this night the switch tender worked continuously 8 hours and 30 minutes—2½ hours as switch tender and 6 hours as yard clerk—and was paid "continuous time at the higher rate for entire tour of duty."

The employees contend that he should have been paid one day for the assignment as switch tender, the schedule rule providing that eight hours or less constitutes a day; and one minimum day at time and one-half rates for extra service as yard clerk, the yard clerk's schedule providing that eight hours or less constitutes a day's work.

The employees also contend that if an extra yard clerk had been called for this service, he would have received a minimum day and the switch tender should have been paid accordingly.

In the course of its argument the carrier said:

It has always been the practice to require switch tenders and other yard employees to perform the duties of yard clerks in cases of emergency. They have always been paid on a continuous-time basis at the highest rate applicable to any service performed for their entire tour of duty, and the carrier contends that this was fully understood in the past and should continue until a change is agreed upon between the carrier and the employees involved.

It is evident from the employees' position that the interpretation they desire placed upon rule 4 (a), quoted above, is that the carrier is obligated to pay at least a minimum of eight hours for each change in the duties required of employees classified as switch tenders, or, in other words, if the carrier permits an employee to begin work as a switch tender, he can not be paid less than for eight hours at switch tenders' rate of pay while performing the duties of switch tender regardless of the time he is actually doing switch tenders' work, and the carrier is not permitted to assign him to some other occupation in order to enable him to perform a full period of eight hours' work without being penalized to the extent of paying for two minimum days, regardless of the fact that there is no break in the continuity of his working hours.

The carrier contends that to place an interpretation of this character upon rule 4 (a) would not be in accordance with the intent and purpose of this rule.

The agreed-upon understanding of these rules in the past was that yardmen permitted to begin a day's work would not be paid less than for the hours specified in the rule, but there was no restriction as to the duties they would be required to perform in order to render a full day's work, provided the rights of other employees were not invaded. Switch tenders have always been used as yard clerks for short periods of time during their regular tour of duty and have been compensated on a continuous time basis, but this practice is restricted to cases of emergency.

**Decision.**—Under the facts and circumstances of this case, the Railroad Labor Board decides that G. A. H. shall be paid straight time, one day as switch tender and one day as yard clerk at the rates provided for each class of duty.



## Street Railways—Oakland, Calif.

THE award of the arbitration board in the case between the Key System Transit Co. of Oakland, Calif., and its employees, members of Division No. 192 of the Amalgamated Association of Street and Electric Railway Employees, appeared December 3, 1925. The award related to but three sections of the agreement—20, 21, and 23—as all other questions had been previously settled. The award fixes the basic day of work at 8 hours, to be spread over not more than 13 hours, and increases the hourly wage from 58 to 75 cents per hour for Key division men and from 56 to 70 cents per hour for the traction division. Some of the statements of the arbitrators are as follows:

The parties to this arbitration have, with great diligence and industry, supplied the board with a vast amount of informative material.

Much of the evidence introduced revolved around the cost of living. To arrive at an arbitrary figure which shall determine the actual cost of living in any given industry is a matter of grave difficulty. So many elements enter into the cost of living, particularly when applied to any certain industry, that it is not possible to state in dollars and cents what a given family should expend in order to live in ordinary comfort.

This cost-of-living question is filled with uncertainty, but it seemed to be fairly well established, if not conceded, that while the rise in wages had approximated something like 40 per cent, the cost of living had increased in the neighborhood of 60 per cent.

While the superintendent of the railway company testified that the labor of a platform man, while tedious, is not hard, we can not fail to be impressed with the necessity of having trained and competent men in charge of such a service. The most casual observation of the operation of a street car during rush hours is enough to convince anyone that the motorman is called upon to exercise more than ordinary skill and discretion in order to preserve life. During the busy time of the day the street crossings in the city of Oakland, like almost every other American city, present innumerable instances of accidents narrowly averted. Aged and infirm people, careless pedestrians, and negligent motor drivers, constantly beset the path of the motorman. Only by the exercise of patience and skill is he able to take his car to its terminus, within the scheduled time, and avoid damage to life and property. Surely such service is more skilled than the ordinary laborer who receives wages for 8 hours' work at least equivalent to the present 10-hour wage of the Key System platform men.

The board has given prolonged and serious consideration to the question of the 8-hour day. It is fully conscious of the readjustments which will be involved in adapting the actual 8-hour day to the street-railway service.

In the opinion of the board, the 8-hour day is as applicable to the platform men in street-railway service as it is to any other established industry where an appropriate range of operation is provided to care for the daily recurring peaks of travel during the rush hours. In our opinion the 8-hour day should be established as the basic day for the platform men on the Key route service.

The 8-hour day is now in full operation on the Southern Pacific lines paralleling the Key route system. The men who parallel the Key division lines perform the same service, over practically the same route, and are being paid for on the basis of 8 hours, while the Key division men are being paid for on the basis of 10 hours. In the opinion of the board there is no substantial reason for a difference in the time limit of the men's work.

There is nothing revolutionary in the adoption of the 8-hour system. At present time it is in operation on a number of street-car systems. Ultimately its adoption will be universal.

Therefore the board grants the request of the employees for the adoption of its proposed Article XXI, changing the hours of service to a basis of 8 hours instead of 10 hours per day.

Assigned schedule runs of less than 8 hours are provided for by the language of Article XXI. However, in actual railroad practice there are a number of short runs, sometimes called trippers. Many of these short runs involve only three, four, or five hours. The board construes these short trips to differ from regularly

assigned or schedule runs. In actual practice there will be no dispute between the company and the men with regard to these short runs. In other words, the company is entitled to protection against a man claiming 8 hours pay for the ordinary short or emergency run. This is usually done and should be done by not having these runs marked as "assigned runs." In other words, the company, in readjusting its schedules to conform to our holding, will make its runs as nearly as possible to match up with the 8-hour day. Anything less than the 8-hour period (excepting the fragmentary short runs which the men voluntarily agree to take) would nevertheless constitute an 8-hour day, and the run will be signed up by the men, or in the language of the contract between the parties hereto, it would become an "assigned schedule run."

The increased wage for overtime will, in our opinion, become a prohibition against long hours of work. Unquestionably, therefore, in the rearrangement of schedules the company may be required to put on more men. With these questions the board has nothing to do.

We are satisfied that if the men are willing to limit the amount of their income in order to shorten the hours of labor, they are entitled to do so.

The company has proposed that any award made in this arbitration shall remain fixed for a year. We, however, are governed by a contract and the award hereby laid down will be effective until the first of May, 1926, and thereafter, until, on 30 days' notice, as provided in the contract, either party shall declare its dissatisfaction.

The board has given much thought and serious consideration to what should constitute the spread or range within which those 8 hours might operate. Platform men may work for 5 hours, be called off for a time, and later work for 3 hours.

It is recognized that a certain amount of liberality should be indulged in, in order to enable the company to so arrange its schedules as to cover the peaks of travel which occur at stated intervals throughout the day. Both morning and night bring with them the problem of the rush of travel and the company should be permitted a sufficient extension of time to spread the 8 hours over these periods. In the opinion of the board, it is fair to the railroad company to extend this spread to 13 hours. Within this period of time we believe that the company will be able to reorganize its schedules and take care of the peaks of travel which constitute one of the company's major problems.

Having concluded that the 8-hour basic day should be applied to the Key System Transit Co., the next question which arises is the rate of pay.

In San Francisco, for example, street laborers and others under civil service receive \$6 per day for 8 hours' work with full pay for a half day's work on Saturday, plus 12 days vacation with full pay, plus a paid pension system, and in addition thereto, time and one-half is paid for all overtime.

We believe that these men should be entitled to earn for 8 hours of service enough to pay them \$5.60 on the traction division and \$6 on the Key division. This would mean that the men on the traction division should be paid, not 75 cents per hour as demanded, but 70 cents, and in the Key division the men should be paid, not 80 cents per hour, but 75 cents, it being conceded that the Key division men are entitled to an increase over the traction division men. Operators of passenger vehicles and one-man car operators should likewise be entitled to the same wage as the Key division platform men, namely, 75 cents per hour.

Accordingly, the foregoing wages are hereby fixed in these respective employments.

Practice as well as good judgment indicate that those serving an apprenticeship in learning the duties of motorman and conductor should be paid a lesser wage. Accordingly, the wage of the platform men serving for the first 3 months is hereby fixed at 51 cents and 53 cents, respectively, per hour; those serving for the next 9 months, 54 cents and 56 cents, respectively, per hour. At the end of the 9-month period the respective wages of 70 cents and 75 cents shall apply.

In applying the basic 8-hour day, however, the board feels that to avoid hardship some flexibility in the nature of leeway should be permitted to cover these cases, where, from the peculiar length of the run, or other circumstances, it can not be made to fit exactly within the 8-hour period, but may slightly exceed it. In order, therefore, to enable the company to accommodate its schedules to the 8-hour system without hardship, we have come to the conclusion that 30 minutes leeway should be permitted as a matter of practice in adjusting these emergency runs; in other words, while the basic 8-hour day will be strictly enforced, yet the company and men in this award should be informed that in those runs where it is impossible, on account of their length, to have them strictly



completed within the 8-hour period—for example, where a car would be 15 or 20 minutes beyond the 8-hour period in completing the run or getting to the car barn—the leeway of 30 minutes should be allowed without involving the extra pay of time and one-half.

Accordingly, the board in this award directs that in those cases where it is impossible to actually terminate a run sharply within the given period, if an unforeseen emergency should arise, this leeway will be allowed to avoid any hardships arising from a rigid and inflexible application of the 8-hour day.

Coming to Article XXIII, in which demand is made that 60 per cent of all passenger runs in each barn shall be straight runs, our conclusions are as follows:

We are to determine this matter on the basis of the existing working-day; we should therefore say that 60 per cent straight runs could be enforced without hardship. However, in view of the fact that the company will be compelled to readjust its schedules, we have come to the conclusion that 54 per cent of the passenger runs should be straight runs, of which at least one-half shall be day runs, and the board so awards.

We now come to the consideration of subdivisions B and D, as proposed by the association. These subdivisions are intended as penalizing clauses to prevent prolonged runs which will exceed 12 hours, or which will limit the rest period below 12 hours. The present existing contract protects the rest period only to the extent of 10 hours, and provides for time consumed on swing runs as 14 hours.

We have determined that the period of 13 hours will be sufficient spread or range within which the company can take care of the travel peaks of the day.

A certain time should be allowed within which the company may reconstruct its schedules to meet the requirements of this decision. It is therefore directed that the award herein become effective on the first day of January, 1926.

The request of the company that any award rendered be made effective for one year, must for reasons hereinbefore stated, be denied on the ground that the board is of the opinion that it is without power to make such an order. The proposed contract between the company and the men has been agreed upon with the exception of the clauses concerned in this arbitration. By express provision it is made to end May 1, 1926, or until after 30 days' notice. We do not feel we have the power to extend the date limit thus fixed.

It has been argued with much cogency and force, on behalf of the company, that the granting of the association's demands would place too heavy a burden on the company's finances.

Prior arbitration boards arrived at the conclusions that the financial ability of the company to meet the demands of reasonable hours and wages was a secondary consideration.

Certainly the company is entitled to urge its inability to meet, out of its existing revenues, the scale of wages proposed to be fixed. However, our modern economic life demands that public service corporations shall pay to their men wages required to meet modern living conditions.

While this board is extremely anxious to avoid the necessity for placing any added burdens on the people, and throughout this hearing has striven to avoid the necessity for such a course, we are compelled by the facts to hold that the hours and wages should be changed in accordance with this decision in order to keep step with modern living conditions. We would not willingly impose a burden on either party to the proceedings, but we are controlled by the facts as we find them.

We are quite confident that the intimations of serious consequences, put forward by the company will not be fulfilled, but that the genius of modern industry will rapidly and effectively accommodate itself to a new economic arrangement. If, as the men predict this new system will bring greater effectiveness in work and greater contentment in private life, the benefit will inure not alone to the employee but to the employer.

The majority decision was signed by John L. McNab and Frank Colbourn. The minority decision was signed by Edwin O. Edgerton, his view being that "this award will practically wipe out the entire net income of the company."



## EMPLOYMENT AND UNEMPLOYMENT

### Employment in Selected Industries in January, 1926

THE index of employment in manufacturing industries of the United States increased 0.8 per cent in January, while the index of employees' earnings decreased 2.5 per cent. The Bureau of Labor Statistics' weighted index of employment for January is 93.3 as compared with 92.6 for December, and the weighted index of pay-roll totals for January is 94.9 as compared with 97.3 for December.

These figures are based on reports from 9,436 establishments in 53 industries, covering, in January, 2,891,724 employees whose combined earnings in one week were \$75,099,594.

A decrease in pay-roll totals is not uncommon in January, as the seasonal increases in a few industries usually are more than overcome by the decreases in others, due to the conclusion of holiday activities and to the slackness in building industries, together with the general inventory and repairs customarily taking place during the first half of January.

### Comparison of Employment in January, 1926, and December, 1925

THE New England States alone of the nine geographic divisions show an increased volume of employment in January, the remaining eight divisions showing a falling off in employment. These results, however, are computed on unweighted figures and do not take into consideration the importance of the individual industries.

One-half of the 12 groups of industries—iron and steel, textile, leather, vehicle, chemical, and miscellaneous industries—show an improved, or at least a stable, employment condition, while the food, lumber, paper, stone and clay, metal products other than iron and steel, and tobacco groups all show decreased employment.

The textile, leather, and miscellaneous industry groups alone show increased pay-roll totals in January, and of the remaining 9 groups the vehicle, tobacco, lumber, and stone and clay groups show very large decreases in the earnings of their employees.

Twenty-four of the 53 separate industries show gains in employment, but only 11 show increased pay-roll totals. Steel shipbuilding is the leading industry in both instances, and is followed directly by such seasonal industries as fertilizers, women's clothing, agricultural implements, and boots and shoes.

The cigar industry shows the greatest loss in employment (12 per cent), this regular January decrease being unusually large this year; the other large decreases in employment also were in seasonal industries, such as: Stoves (11 per cent), cement (8 per cent), confectionery (8 per cent), and brick (6.4 per cent).

The effect of inventory-taking upon pay-roll totals was most pronounced in the automobile industry, which shows a decrease of 16.8 per cent. Other very large decreases were 16.7 per cent in

the stove industry, 15 per cent each in the piano and cigar industries, and 11 per cent in the confectionery industry. Decreased pay-roll totals were unusually marked also in the carriage, brick, lumber and furniture, stamped ware, structural ironwork, pottery, car building and repairing, sugar, and hosiery industries.

For convenient reference the latest figures available relating to all employees, excluding executives and officials, on Class I railroads, drawn from Interstate Commerce Commission reports, are given at the foot of the first and second tables.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN DECEMBER, 1925, AND JANUARY, 1926

[The per cents of change given in this table for each of the 12 groups and for the total of all groups are unweighted; for fluctuations in the weighted indexes of employment and pay-roll totals for each group and the general total see pp. 112 and 113]

Industry	Establishments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		December, 1925	January, 1926		December, 1925	January, 1926	
<b>Food and kindred products</b> .....	<b>1,346</b>	<b>204,244</b>	<b>199,785</b>	<b>-2.2</b>	<b>\$5,191,956</b>	<b>\$5,048,300</b>	<b>-2.8</b>
Slaughtering and meat packing.....	82	79,783	79,950	+0.2	2,084,357	2,031,192	-0.2
Confectionery.....	253	33,002	30,372	-8.0	625,855	555,985	-11.2
Ice cream.....	179	7,757	7,513	-3.1	257,629	253,067	-1.8
Flour.....	355	15,839	15,561	-1.8	418,774	406,477	-2.9
Baking.....	461	57,035	55,699	-2.3	1,525,956	1,491,711	-2.2
Sugar refining, cane.....	16	10,828	10,690	-1.3	329,385	309,868	-5.9
<b>Textiles and their products</b> .....	<b>1,667</b>	<b>571,349</b>	<b>571,124</b>	<b>-(<sup>1</sup>)</b>	<b>11,439,584</b>	<b>11,493,220</b>	<b>-0.3</b>
Cotton goods.....	331	197,374	197,855	+0.2	3,280,239	3,268,051	-0.4
Hosiery and knit goods.....	255	84,109	83,273	-1.0	1,594,367	1,509,277	-5.3
Silk goods.....	187	60,366	60,280	-0.1	1,303,670	1,289,173	-1.1
Woolen and worsted goods.....	192	69,215	68,248	-1.4	1,534,508	1,521,466	-0.8
Carpets and rugs.....	29	22,362	22,508	+0.7	588,517	604,078	+2.6
Dyeing and finishing textiles.....	83	29,662	29,850	+0.6	737,985	726,066	-1.6
Clothing, men's.....	260	57,254	57,622	+0.6	1,367,111	1,414,271	+3.4
Shirts and collars.....	82	23,387	23,137	-1.1	388,162	379,814	-2.2
Clothing, women's.....	172	15,901	16,547	+4.1	390,204	428,928	+9.9
Millinery and lace goods.....	76	11,719	11,804	+0.7	254,821	262,096	+2.9
<b>Iron and steel and their products</b> .....	<b>1,605</b>	<b>624,213</b>	<b>625,886</b>	<b>+0.3</b>	<b>18,956,164</b>	<b>18,535,567</b>	<b>-2.2</b>
Iron and steel.....	207	284,129	284,948	+0.3	8,840,066	8,627,213	-2.4
Structural ironwork.....	156	21,990	21,812	-0.8	648,132	593,200	-8.5
Foundry and machine-shop products.....	809	202,437	205,394	+1.5	6,122,742	6,076,162	-0.8
Hardware.....	67	35,633	35,764	+0.4	935,260	918,106	-1.8
Machine tools.....	163	30,005	30,417	+1.4	945,503	938,850	-0.7
Steam fittings and steam and hot-water heating apparatus.....	115	33,948	33,241	-2.1	1,003,353	997,804	-0.6
Stoves.....	88	16,071	14,310	-11.0	461,108	384,232	-16.7
<b>Lumber and its products</b> .....	<b>977</b>	<b>196,429</b>	<b>191,385</b>	<b>-2.6</b>	<b>4,495,243</b>	<b>4,104,128</b>	<b>-8.7</b>
Lumber, sawmills.....	374	104,337	101,731	-2.5	2,240,591	2,025,296	-9.6
Lumber, millwork.....	251	33,914	33,035	-2.6	828,491	768,538	-7.2
Furniture.....	352	58,169	56,619	-2.7	1,426,161	1,310,294	-8.1
<b>Leather and its products</b> .....	<b>364</b>	<b>117,539</b>	<b>119,964</b>	<b>+2.1</b>	<b>2,613,467</b>	<b>2,699,366</b>	<b>+3.3</b>
Leather.....	146	29,596	30,030	+1.5	757,341	751,740	-0.7
Boots and shoes.....	218	87,943	89,934	+2.3	1,856,126	1,947,626	+4.9
<b>Paper and printing</b> .....	<b>857</b>	<b>165,952</b>	<b>165,409</b>	<b>-0.3</b>	<b>5,399,270</b>	<b>5,281,909</b>	<b>-2.2</b>
Paper and pulp.....	208	55,480	55,630	+0.3	1,508,437	1,487,335	-1.4
Paper boxes.....	162	18,977	18,224	-4.0	426,031	403,501	-5.3
Printing, book and job.....	279	44,336	45,029	+1.6	1,550,726	1,541,426	-0.6
Printing, newspapers.....	208	47,159	46,526	-1.3	1,914,076	1,849,647	-3.4
<b>Chemicals and allied products</b> .....	<b>255</b>	<b>82,588</b>	<b>82,639</b>	<b>-0.7</b>	<b>2,396,788</b>	<b>2,392,424</b>	<b>+0.1</b>
Chemicals.....	98	24,409	24,197	-0.9	632,323	615,862	-2.6
Fertilizers.....	102	7,580	8,011	+5.7	144,666	152,288	+5.3
Petroleum refining.....	55	50,599	49,831	-1.5	1,613,799	1,624,274	+0.6
<b>Stone, clay, and glass products</b> .....	<b>661</b>	<b>199,016</b>	<b>193,308</b>	<b>-5.2</b>	<b>2,906,313</b>	<b>2,647,194</b>	<b>-9.0</b>
Cement.....	85	24,414	22,426	-8.1	715,688	601,383	-16.0
Brick, tile, and terra cotta.....	397	32,637	30,561	-6.4	848,090	766,207	-9.7
Pottery.....	55	12,411	12,207	-1.6	330,999	305,260	-7.8
Glass.....	124	30,554	38,114	+3.6	1,013,536	974,344	-3.9

<sup>1</sup> Less than one-tenth of 1 per cent.

## COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN DECEMBER, 1925, AND JANUARY, 1926—Continued

Industry	Estab- lish- ments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		Decem- ber, 1925	Janu- ary, 1926		December, 1925	January, 1926	
<b>Metal products, other than iron and steel</b> .....	168	45,136	44,555	-1.3	\$1,241,456	\$1,188,698	-4.2
Stamped and enameled ware.....	43	14,123	13,523	-4.2	336,599	306,484	-8.9
Brass, bronze, and copper products.....	125	31,013	31,032	+0.1	904,857	882,214	-2.5
<b>Tobacco products</b> .....	181	42,956	38,864	-9.5	786,785	689,388	-12.4
Chewing and smoking tobacco, and snuff.....	33	8,379	8,449	+0.8	132,523	132,196	-0.2
Cigars and cigarettes.....	148	34,577	30,415	-12.0	654,262	557,192	-14.8
<b>Vehicles for land transportation</b> .....	961	498,765	499,919	+0.2	16,199,810	13,932,617	-13.1
Automobiles.....	206	333,785	335,284	+0.4	11,355,646	9,452,472	-16.8
Carriages and wagons.....	67	2,052	1,939	-5.5	46,519	41,672	-10.4
Car building and repairing, electric-railroad.....	190	17,753	17,614	-0.8	544,846	509,027	-6.6
Car building and repairing, steam-railroad.....	498	145,175	145,082	-0.1	4,252,799	3,979,446	-6.4
<b>Miscellaneous industries</b> .....	394	245,341	249,466	+1.7	7,207,040	7,126,783	-1.1
Agricultural implements.....	101	28,302	29,369	+3.8	831,099	838,726	+0.9
Electrical machinery, apparatus, and supplies.....	134	105,666	105,798	+0.1	3,134,125	3,017,901	-3.7
Pianos and organs.....	38	8,499	8,347	-1.8	290,595	237,341	-15.4
Rubber boots and shoes.....	11	18,720	19,202	+2.6	471,722	479,131	+1.6
Automobile tires.....	67	57,450	58,434	+1.7	1,722,404	1,744,744	+1.3
Shipbuilding, steel.....	43	26,695	28,316	+6.1	767,095	808,940	+5.5
<b>Total</b> .....	9,436	2,903,519	2,891,724	-0.4	78,829,876	75,099,594	-4.7

## Recapitulation by Geographic Divisions

GEOGRAPHIC DIVISION							
New England.....	1,301	419,225	422,268	+0.7	\$10,287,239	\$10,355,865	+0.7
Middle Atlantic.....	2,317	842,247	838,672	-0.4	23,849,413	23,359,932	-2.1
East North Central.....	2,473	946,378	945,380	-0.1	28,985,377	26,437,936	-8.8
West North Central.....	932	151,129	148,883	-1.5	3,769,914	3,606,994	-4.3
South Atlantic.....	962	251,711	249,646	-0.8	4,926,168	4,745,476	-3.7
East South Central.....	391	92,178	90,769	-1.5	1,848,080	1,763,640	-4.6
West South Central.....	351	71,773	70,554	-1.7	1,584,677	1,508,267	-4.8
Mountain.....	158	27,491	26,270	-4.4	733,115	694,711	-5.2
Pacific.....	551	101,387	99,282	-2.1	2,845,893	2,626,773	-7.7
<b>Total</b> .....	9,436	2,903,519	2,891,724	-0.4	78,829,876	75,099,594	-4.7

## Employment on Class I Railroads

Nov. 15, 1925.....		1,772,232		<sup>2</sup> \$235,005,254	
Dec. 15, 1925.....		1,736,548	-2.0	<sup>2</sup> 237,405,384	+1.0

<sup>2</sup> Amount of pay roll for one month.

## Comparison of Employment in January, 1925, and January, 1926

THE volume of employment in January, 1926, was 4.5 per cent greater than in January, 1925, and pay-roll totals were 6.7 per cent greater, as shown by unweighted figures from 8,160 identical establishments in the two periods.

In this comparison over an interval of 12 months substantial gains are shown in five of the nine geographical divisions as to employment and also as to pay-roll totals, while three other divisions show moderate gains in each item. The East North Central States gained 9.5 per cent in employment and 13.2 per cent in pay-roll totals.



The one loss in employment was 0.2 per cent in the West South Central division and the one decrease in employees' earnings was 0.6 per cent in the Pacific States.

Five of the 12 groups of industries show marked improvement both in employees and in employees' earnings in the year's time, these being the vehicle, miscellaneous industry, metal products (other than iron and steel), chemical, and iron and steel groups, in the order named.

The most noticeable decreases appear in the tobacco and the food groups.

Increased employment in January, 1926, over January, 1925, is shown in 38 of the 53 separate industries, and increased pay-roll totals are shown in 36 industries. Machine tools, automobiles, and agricultural implements each gained approximately 25 per cent in employment and 35 per cent in pay-roll totals. Other industries showing vastly improved conditions in the year's time are electrical machinery, silk goods, glass, stamped ware, shirts, fertilizers, automobile tires, and rubber boots.

The woolen goods industry reported a drop of 10.9 in employment and a drop of 17.6 per cent in pay-roll totals in this comparison covering a 12-month interval. Other industries showing a decided falling off in this period are millinery, steam-railroad car building and repairing, slaughtering and meat packing, and cigars.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN JANUARY, 1925, AND JANUARY, 1926

[The per cents of change given in this table for each of the 12 groups and for the total of all groups are unweighted]

Industry	Establishments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		January, 1925	January, 1926		January, 1925	January, 1926	
<b>Food and kindred products</b> .....	<b>925</b>	<b>155,533</b>	<b>179,253</b>	<b>-3.4</b>	<b>\$4,638,739</b>	<b>\$4,530,026</b>	<b>-2.3</b>
Slaughtering and meat packing.....	81	87,097	79,637	-8.6	2,190,940	2,024,964	-7.6
Confectionery.....	232	27,060	27,837	+2.9	500,528	507,463	+1.4
Ice cream.....	92	5,819	6,148	+5.7	191,805	215,218	+12.2
Flour.....	249	13,829	13,418	-3.0	362,596	356,588	-1.7
Baking.....	256	43,063	42,559	-1.2	1,128,937	1,147,216	+1.6
Sugar refining, cane.....	15	8,664	9,659	+11.5	263,933	278,578	+5.5
<b>Textiles and their products</b> .....	<b>1,553</b>	<b>540,727</b>	<b>548,617</b>	<b>+1.5</b>	<b>10,851,149</b>	<b>10,915,269</b>	<b>+0.6</b>
Cotton goods.....	318	192,842	190,879	-1.0	3,201,753	3,144,541	-1.8
Hosiery and knit goods.....	243	74,823	82,167	+9.8	1,332,555	1,489,924	+11.8
Silk goods.....	181	52,065	58,626	+12.6	1,069,736	1,255,323	+17.3
Woolen and worsted goods.....	167	68,845	61,333	-10.9	1,634,935	1,347,181	-17.6
Carpets and rugs.....	28	22,808	22,464	-1.5	624,591	603,071	-3.4
Dyeing and finishing textiles.....	80	28,628	29,345	+2.5	720,539	715,025	-0.8
Clothing, men's.....	239	53,258	55,502	+4.2	1,291,140	1,369,897	+6.1
Shirts and collars.....	74	19,642	21,816	+11.1	303,240	355,832	+17.3
Clothing, women's.....	150	15,457	15,349	-0.7	397,636	388,136	-2.4
Millinery and lace goods.....	73	12,359	11,136	-9.9	275,024	246,339	-10.4
<b>Iron and steel and their products</b> .....	<b>1,389</b>	<b>569,672</b>	<b>594,138</b>	<b>+4.3</b>	<b>16,767,884</b>	<b>17,637,876</b>	<b>+5.1</b>
Iron and steel.....	204	282,631	283,847	+0.4	8,684,566	8,601,515	-1.0
Structural iron work.....	141	18,801	19,604	+4.6	505,248	528,619	+4.6
Foundry and machine-shop products.....	646	170,078	181,885	+6.9	4,871,930	5,390,886	+10.7
Hardware.....	57	33,976	34,492	+1.5	838,600	887,574	+5.8
Machine tools.....	159	23,791	30,352	+27.6	696,481	937,010	+34.5
Steam fittings and steam and hot-water heating apparatus.....	104	27,468	30,360	+10.5	840,707	926,771	+10.2
Stoves.....	78	12,927	13,538	+4.7	330,352	365,501	+10.6
<b>Lumber and its products</b> .....	<b>919</b>	<b>152,302</b>	<b>180,189</b>	<b>-1.2</b>	<b>3,798,281</b>	<b>3,865,319</b>	<b>+1.8</b>
Lumber, sawmills.....	355	101,465	97,835	-3.6	1,954,178	1,944,124	-0.5
Lumber, millwork.....	241	30,400	31,358	+2.9	703,965	736,884	+4.7
Furniture.....	323	50,377	50,996	+1.2	1,140,138	1,184,311	+3.9

## COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN JANUARY, 1925, AND JANUARY, 1926—Continued

Industry	Establishments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		January, 1925	January, 1926		January, 1925	January, 1926	
<b>Leather and its products</b> .....	<b>303</b>	<b>114,403</b>	<b>112,579</b>	<b>-1.6</b>	<b>\$2,611,009</b>	<b>\$2,556,751</b>	<b>-2.1</b>
Leather.....	119	26,721	27,190	+1.8	664,475	689,284	+3.7
Boots and shoes.....	184	87,682	85,389	-2.6	1,947,434	1,867,467	-4.1
<b>Paper and printing</b> .....	<b>753</b>	<b>148,214</b>	<b>153,176</b>	<b>+3.3</b>	<b>4,609,192</b>	<b>4,852,913</b>	<b>+5.3</b>
Paper and pulp.....	201	52,802	54,593	+3.4	1,404,656	1,462,771	+4.1
Paper boxes.....	143	15,838	16,173	+2.1	341,794	355,111	+3.9
Printing, book and job.....	220	38,222	39,001	+2.0	1,272,784	1,319,798	+3.7
Printing, newspapers.....	189	41,352	43,409	+5.0	1,589,958	1,715,233	+7.9
<b>Chemicals and allied products</b> .....	<b>249</b>	<b>75,085</b>	<b>81,092</b>	<b>+8.0</b>	<b>2,142,465</b>	<b>2,372,344</b>	<b>+10.7</b>
Chemicals.....	94	22,588	23,340	+3.3	570,311	597,399	+4.7
Fertilizers.....	100	6,958	7,921	+13.8	129,560	150,671	+16.3
Petroleum refining.....	55	45,539	49,831	+9.4	1,442,594	1,624,274	+12.6
<b>Stone, clay, and glass products</b> .....	<b>563</b>	<b>93,598</b>	<b>97,121</b>	<b>+3.8</b>	<b>2,372,694</b>	<b>2,511,163</b>	<b>+5.8</b>
Cement.....	77	21,964	20,923	-4.7	581,707	568,672	-2.2
Brick, tile, and terra cotta.....	322	26,944	28,125	+4.4	668,993	715,398	+6.9
Pottery.....	48	11,459	11,481	+0.2	290,791	290,267	-0.2
Glass.....	115	33,231	36,592	+10.1	831,203	936,826	+12.7
<b>Metal products, other than iron and steel</b> .....	<b>84</b>	<b>31,484</b>	<b>34,228</b>	<b>+8.7</b>	<b>799,574</b>	<b>889,080</b>	<b>+11.2</b>
Stamped and enameled ware.....	42	12,208	13,509	+10.7	261,282	306,240	+17.2
Brass, bronze, and copper products.....	42	19,276	20,719	+7.5	538,292	582,849	+8.3
<b>Tobacco products</b> .....	<b>175</b>	<b>40,375</b>	<b>38,074</b>	<b>-5.7</b>	<b>726,051</b>	<b>677,653</b>	<b>-6.7</b>
Chewing and smoking tobacco and snuff.....	33	8,816	8,449	-4.2	144,876	132,196	-8.8
Cigars and cigarettes.....	142	31,559	29,625	-6.1	581,175	545,457	-6.1
<b>Vehicles for land transportation</b> .....	<b>884</b>	<b>432,133</b>	<b>489,346</b>	<b>+13.2</b>	<b>11,531,212</b>	<b>13,680,814</b>	<b>+18.6</b>
Automobiles.....	189	260,019	329,078	+26.6	6,705,124	9,264,822	+38.2
Carriages and wagons.....	30	1,275	1,224	-4.0	28,049	26,698	-4.8
Car building and repairing, electric-railroad.....	185	16,872	17,482	+3.6	500,936	505,155	+0.8
Car building and repairing, steam-railroad.....	490	153,967	141,562	-8.1	4,297,103	3,884,139	-9.6
<b>Miscellaneous industries</b> .....	<b>364</b>	<b>213,927</b>	<b>238,311</b>	<b>+11.4</b>	<b>5,984,453</b>	<b>6,824,988</b>	<b>+14.0</b>
Agricultural implements.....	98	22,872	28,429	+24.3	603,667	815,346	+35.1
Electrical machinery, apparatus, and supplies.....	117	86,820	97,742	+12.6	2,432,603	2,800,717	+15.1
Pianos and organs.....	31	7,490	7,615	+1.7	212,774	218,220	+2.6
Rubber boots and shoes.....	11	17,430	19,202	+10.2	431,299	479,131	+11.1
Automobile tires.....	66	52,285	57,736	+10.4	1,547,277	1,727,583	+11.7
Shipbuilding, steel.....	41	27,030	27,587	+2.1	756,833	783,991	+3.6
<b>Total</b> .....	<b>8,100</b>	<b>2,627,452</b>	<b>2,746,129</b>	<b>+4.5</b>	<b>\$6,833,603</b>	<b>\$7,314,205</b>	<b>+6.7</b>

## Recapitulation by Geographic Divisions

GEOGRAPHIC DIVISIONS							
New England.....	1,085	389,444	389,468	+ <sup>(1)</sup>	\$9,472,500	\$9,537,773	+0.7
Middle Atlantic.....	2,129	794,711	817,907	+2.9	21,805,461	22,752,841	+4.3
East North Central.....	2,138	817,167	895,027	+9.5	22,106,866	25,035,512	+13.2
West North Central.....	742	135,512	136,003	+0.4	3,233,770	3,273,905	+1.2
South Atlantic.....	836	224,038	237,736	+6.1	4,161,294	4,511,278	+8.4
East South Central.....	337	84,736	86,665	+2.3	1,603,223	1,683,449	+5.0
West South Central.....	295	67,974	67,854	-0.2	1,428,894	1,455,645	+1.9
Mountain.....	125	23,816	25,217	+5.9	615,564	673,028	+9.3
Pacific.....	473	90,054	90,252	+0.2	2,406,031	2,390,774	-0.6
<b>Total</b> .....	<b>8,160</b>	<b>2,627,452</b>	<b>2,746,129</b>	<b>+4.5</b>	<b>\$6,833,603</b>	<b>\$7,314,205</b>	<b>+6.7</b>

## Employment on Class I Railroads

Dec. 15, 1924.....		1,720,356			\$233,204,494	
Dec. 15, 1925.....		1,736,548	+0.9		\$237,405,384	+1.8

<sup>1</sup> Less than one-tenth of 1 per cent.<sup>2</sup> Amount of pay roll for one month.

## Per Capita Earnings

PER CAPITA earnings in January, 1926, were 4.3 per cent less than in December, 1925, as shown by reports from 9,436 identical establishments in the two months and 2.1 per cent greater than in January, 1925, as shown by reports from 8,160 identical establishments in the two periods.

Only 10 industries showed increased per capita earnings in January, 1926, as compared with December, and only one of these, women's clothing, showed a substantial increase. Of the 42 decreased per capita earnings only 2 were of extraordinary size—17.1 per cent in the automobile industry, due to inventory taking in several large plants, and 13.9 per cent in the piano and organ industry.

Thirty-six industries show increased per capita earnings in January, 1926, as compared with January, 1925, the greatest increase, 9.2 per cent, being in the automobile industry, and the greatest decrease, 7.5 per cent, being in the woolen and worsted goods industry.

COMPARISON OF PER CAPITA EARNINGS, JANUARY, 1926, WITH DECEMBER, 1925, AND JANUARY, 1925

Industry	Per cent of change January, 1926, compared with		Industry	Per cent of change January, 1926, compared with	
	December, 1925	January, 1925		December, 1925	January, 1925
Clothing, women's.....	+5.6	-1.7	Hardware.....	-2.2	+4.3
Clothing, men's.....	+2.8	+1.8	Leather.....	-2.2	+1.9
Boots and shoes.....	+2.6	-1.5	Dyeing and finishing textiles.....	-2.3	-3.2
Petroleum refining.....	+2.2	+2.9	Brass, bronze, and copper products.....	-2.6	+0.7
Millinery and lace goods.....	+2.1	-0.6	Iron and steel.....	-2.7	-1.4
Carpets and rugs.....	+2.0	-1.9	Agricultural implements.....	-2.8	+8.7
Steam fittings and steam and hot-water heating apparatus.....	+1.6	-0.3	Cigars and cigarettes.....	-3.2	-0.1
Ice cream.....	+1.4	+6.2	Confectionery.....	-3.4	-1.5
Woolen and worsted goods.....	+0.5	-7.5	Brick, tile, and terra cotta.....	-3.5	+2.5
Baking.....	+0.1	+2.8	Electrical machinery, apparatus, and supplies.....	-3.8	+2.2
Glass.....	-0.2	+2.4	Hosiery and knit goods.....	-4.4	+1.8
Automobile tires.....	-0.4	+1.1	Sugar, refining, cane.....	-4.7	-5.3
Fertilizers.....	-0.4	+2.1	Lumber, millwork.....	-4.8	+1.7
Slaughtering and meat packing.....	-0.4	+1.1	Stamped and enameled ware.....	-4.9	+5.9
Cotton goods.....	-0.6	-0.8	Carriages and wagons.....	-5.2	-0.9
Shipbuilding, steel.....	-0.6	+1.5	Furniture.....	-5.6	+2.6
Rubber boots and shoes.....	-1.0	+0.8	Car building and repairing, electric-railroad.....	-5.8	-2.7
Silk goods.....	-1.0	+4.2	Pottery.....	-6.2	-0.4
Chewing and smoking tobacco and snuff.....	-1.1	-4.7	Car building and repairing, steam-railroad.....	-6.4	-1.7
Shirts and collars.....	-1.1	+5.6	Stoves.....	-6.4	+5.6
Flour.....	-1.2	+1.4	Lumber, sawmills.....	-7.3	+3.2
Paper boxes.....	-1.4	+1.8	Structural ironwork.....	-7.7	+ <sup>(1)</sup>
Paper and pulp.....	-1.7	+0.7	Cement.....	-8.5	+2.6
Chemicals.....	-1.8	+1.4	Pianos and organs.....	-13.9	-0.9
Machine tools.....	-2.0	+5.5	Automobiles.....	-17.1	+9.2
Printing, newspapers.....	-2.0	+2.8			
Printing, book and job.....	-2.1	+1.6			
Foundry and machine-shop products.....	-2.2	+3.5			

<sup>1</sup>Less than one-tenth of 1 per cent.

Comparing per capita earnings for December, 1925, and January, 1926, in the nine geographic divisions, decreases, ranging from 0.1 per cent in the New England States to 8.7 per cent in the East North Central States, are shown for January in each division, but when



January, 1925, and January, 1926, are compared increases are shown in each division except the Pacific, which shows a decrease of 0.9 per cent.

COMPARISON OF PER CAPITA EARNINGS, JANUARY, 1926, WITH DECEMBER, 1925, AND JANUARY, 1925, BY GEOGRAPHIC DIVISIONS

Geographic division	Per cent of change January, 1926, compared with—	
	December, 1925	January, 1925
New England.....	-0.1	+0.7
Mountain.....	-0.8	+3.2
Middle Atlantic.....	-1.7	+1.4
South Atlantic.....	-2.9	+2.2
West North Central.....	-2.9	+0.9
East South Central.....	-3.1	+2.6
West South Central.....	-3.2	+2.0
Pacific.....	-5.7	-0.9
East North Central.....	-8.7	+3.4
Total.....	-4.3	+2.1

Proportion of Time Worked and Force Employed

REPORTS in percentage terms from 7,161 establishments show that in January the establishments in operation were working an average of 93 per cent of full time and employing an average of 85 per cent of a normal full force of employees. These percentages indicate a drop of 1 per cent in the average per cent of full time worked and practically no change in the number of employees.

One per cent of the reporting establishments were idle, 69 per cent were operating on a full-time schedule, and 30 per cent on a part-time schedule, while 46 had a normal full force of employees and 52 per cent were operating with reduced forces.

ESTABLISHMENTS WORKING FULL AND PART TIME AND EMPLOYING FULL AND PART WORKING FORCE IN JANUARY, 1926

Industry	Establishments reporting		Per cent of establishments operating—		Average per cent of full time operated by establishments operating	Per cent of establishments operating with—		Average per cent of normal full force employed by establishments operating
	Total number	Per cent idle	Full time	Part time		Full normal force	Part normal force	
<b>Food and kindred products.....</b>	<b>1,056</b>	<b>1</b>	<b>66</b>	<b>34</b>	<b>91</b>	<b>44</b>	<b>55</b>	<b>85</b>
Slaughtering and meatpacking.....	49		63	37	93	41	59	89
Confectionery.....	200	1	73	26	95	13	86	78
Ice cream.....	108	3	95	2	99	6	91	65
Flour.....	294	1	34	65	79	44	55	86
Baking.....	396	(1)	77	22	94	71	29	92
Sugar refining, cane.....	9		56	44	94	11	89	75
<b>Textiles and their products.....</b>	<b>1,183</b>	<b>1</b>	<b>64</b>	<b>34</b>	<b>94</b>	<b>49</b>	<b>50</b>	<b>87</b>
Cotton goods.....	285	1	75	23	96	62	37	92
Hosiery and knit goods.....	159	2	42	57	92	52	46	88
Silk goods.....	158		80	20	96	49	51	89
Woolen and worsted goods.....	165	1	72	28	97	41	58	85
Carpets and rugs.....	21		71	29	95	48	52	89
Dyeing and finishing textiles.....	77		45	55	89	31	69	82
Clothing, men's.....	156	3	69	29	93	42	56	87
Shirts and collars.....	51		82	18	96	51	49	88
Clothing, women's.....	72	1	28	71	90	58	40	81
Milinery and lace goods.....	39	8	49	44	85	21	72	75

<sup>1</sup> Less than one-tenth of 1 per cent.

## ESTABLISHMENTS WORKING FULL AND PART TIME AND EMPLOYING FULL AND PART WORKING FORCE IN JANUARY, 1923—Continued

Industry	Establishments reporting		Per cent of establishments operating—		Average per cent of full time operated by establishments operating	Per cent of establishments operating with—		Average per cent of normal full force employed by establishments operating
	Total number	Per cent idle	Full time	Part time		Full normal force	Part normal force	
<b>Iron and steel and their products.</b>	<b>1,282</b>	<b>(<sup>1</sup>)</b>	<b>70</b>	<b>30</b>	<b>94</b>	<b>32</b>	<b>67</b>	<b>79</b>
Iron and steel.....	142	1	63	35	93	57	42	91
Structural ironwork.....	124	1	73	26	94	33	66	79
Foundry and machine-shop products.....	678	( <sup>1</sup> )	68	32	93	28	72	77
Hardware.....	56	—	75	25	97	36	64	86
Machine tools.....	138	—	91	9	99	24	76	69
Steam fittings and steam hot-water heating apparatus.....	84	—	69	31	94	42	58	87
Stoves.....	60	2	47	52	85	28	70	75
<b>Lumber and its products.</b>	<b>782</b>	<b>3</b>	<b>65</b>	<b>32</b>	<b>95</b>	<b>45</b>	<b>52</b>	<b>80</b>
Lumber, sawmills.....	301	6	59	35	93	43	51	87
Lumber, millworks.....	195	2	69	29	95	48	51	90
Furniture.....	286	( <sup>1</sup> )	69	31	97	45	55	90
<b>Leather and its products.</b>	<b>293</b>	<b>1</b>	<b>63</b>	<b>35</b>	<b>90</b>	<b>40</b>	<b>59</b>	<b>81</b>
Leather.....	109	2	86	13	97	47	51	85
Boots and shoes.....	184	1	50	49	86	35	64	80
<b>Paper and printing.</b>	<b>535</b>	<b>—</b>	<b>83</b>	<b>17</b>	<b>97</b>	<b>70</b>	<b>30</b>	<b>94</b>
Paper and pulp.....	133	—	87	13	98	65	35	96
Paper boxes.....	120	—	67	33	94	53	48	90
Printing, book and job.....	202	—	80	20	96	67	33	92
Printing, newspapers.....	130	—	100	—	100	96	4	99
<b>Chemicals and allied products.</b>	<b>188</b>	<b>1</b>	<b>72</b>	<b>28</b>	<b>96</b>	<b>49</b>	<b>50</b>	<b>83</b>
Chemicals.....	68	—	63	37	95	60	40	88
Fertilizers.....	77	1	81	18	97	30	69	74
Petroleum refining.....	43	—	70	30	95	67	33	92
<b>Stone, clay, and glass products.</b>	<b>485</b>	<b>7</b>	<b>59</b>	<b>34</b>	<b>88</b>	<b>47</b>	<b>46</b>	<b>85</b>
Cement.....	62	3	68	26	91	66	31	91
Brick, tile, and terra cotta.....	271	12	55	34	87	42	46	84
Pottery.....	54	—	48	52	86	37	63	83
Glass.....	98	1	71	28	90	52	47	85
<b>Metal products, other than iron and steel.</b>	<b>142</b>	<b>—</b>	<b>72</b>	<b>28</b>	<b>94</b>	<b>44</b>	<b>56</b>	<b>84</b>
Stamped and enameled ware.....	30	—	70	30	95	40	60	87
Brass, bronze, and copper.....	112	—	72	28	94	46	54	86
<b>Tobacco products.</b>	<b>112</b>	<b>4</b>	<b>57</b>	<b>39</b>	<b>90</b>	<b>44</b>	<b>53</b>	<b>85</b>
Chewing and smoking tobacco and snuff.....	24	—	50	50	92	21	79	83
Cigars and cigarettes.....	88	5	59	36	90	50	45	86
<b>Vehicles for land transportation.</b>	<b>773</b>	<b>1</b>	<b>79</b>	<b>20</b>	<b>96</b>	<b>58</b>	<b>42</b>	<b>88</b>
Automobiles.....	141	1	72	27	94	49	50	84
Carriages and wagons.....	52	—	58	42	90	42	58	81
Car building and repairing, electric-railroad.....	157	—	85	15	98	71	29	95
Car building and repairing, steam-railroad.....	423	( <sup>1</sup> )	82	17	96	58	42	87
<b>Miscellaneous industries.</b>	<b>280</b>	<b>1</b>	<b>65</b>	<b>35</b>	<b>93</b>	<b>38</b>	<b>61</b>	<b>82</b>
Agricultural implements.....	77	1	68	31	93	36	62	79
Electrical machinery, apparatus, and supplies.....	102	—	75	25	95	45	55	87
Pianos and organs.....	22	—	59	41	92	50	41	89
Rubber boots and shoes.....	9	—	33	67	90	33	67	84
Automobile tires.....	47	2	30	68	85	28	70	82
Shipbuilding, steel.....	23	—	100	—	100	13	87	85
<b>Total.</b>	<b>7,161</b>	<b>1</b>	<b>69</b>	<b>30</b>	<b>93</b>	<b>46</b>	<b>53</b>	<b>85</b>

<sup>1</sup> Less than one-tenth of 1 per cent.

## Wage Changes

ONE hundred and twelve establishments in 27 industries reported wage-rate increases in the month ending January 15. These increases, averaging 3.3 per cent, affected 7,600 employees, or 27 per cent of the total employees in the establishments concerned.

Thirty of the wage-rate increases were in the printing industry, and 18 affected employees in car building and repairing shops.

Wage-rate decreases were reported by 6 establishments in 5 industries. These decreases, averaging 9.1 per cent, affected 884 employees, or one-half of the total employees in the establishments concerned.

WAGE ADJUSTMENT OCCURRING BETWEEN DECEMBER 15, 1925, AND JANUARY 15, 1926

Industry	Establishments		Per cent of increase or decrease in wage rates		Employees affected		
	Total number reporting	Number reporting increase or decrease in wage rates	Range	Average	Total number	Per cent of employees	
						In establishments reporting increase or decrease in wage rates	In all establishments reporting
Increases							
Confectionery.....	253	3	5 -10	9.1	25	12	(1)
Flour.....	355	3	5 -15	6.7	13	37	(1)
Baking.....	461	3	3 -15	4.7	82	6	(1)
Hosiery and knit goods.....	255	4	9.5-12.5	11.0	71	6	(1)
Silk goods.....	187	3	5 -10	5.7	145	5	(1)
Dyeing and finishing textiles.....	83	1	3	3.0	311	88	1
Clothing, women's.....	172	3	7 -15	8.3	114	26	1
Structural iron work.....	156	1	8.3	8.3	2	13	(1)
Foundry and machine-shop products.....	809	5	7.5-25	14.1	41	19	(1)
Hardware.....	67	1	3	3.0	391	100	1
Machine tools.....	163	5	5 - 7.5	5.4	48	17	(1)
Stoves.....	88	3	5 -12.5	9.4	27	5	(1)
Lumber, sawmills.....	374	1	3	3.0	105	34	(1)
Furniture.....	352	5	5 -12.5	6.9	74	10	(1)
Leather.....	146	3	5 -10	5.4	263	47	1
Printing, book and job.....	279	8	2 -10	4.6	294	10	1
Printing, newspapers.....	208	22	2 -10	2.9	1,542	28	3
Chemicals.....	98	1	10	10.0	77	5	(1)
Brick, tile, and terra cotta.....	397	1	5	5.0	48	47	(1)
Glass.....	124	1	5	5.0	95	73	(1)
Stamped and enameled ware.....	43	1	9	9.0	12	7	(1)
Brass, bronze, and copper products.....	125	6	2 -15	4.5	125	32	(1)
Automobiles.....	206	2	5 -10	5.4	48	6	(1)
Car building and repairing, electric-railroad.....	190	1	12.5	12.5	28	20	(1)
Car building and repairing, steam-railroad.....	498	17	1 - 2.5	2.0	3,300	87	2
Electrical machinery, apparatus, and supplies.....	134	7	1 - 8	4.1	301	12	(1)
Automobile tires.....	67	1	5.5	5.5	18	18	(1)
Decreases							
Millinery and lace goods.....	76	1	10	10.0	100	57	1
Hardware.....	67	1	10	10.0	20	13	(1)
Steam fittings, and steam and hot-water heating apparatus.....	115	1	10	10.0	300	59	1
Brick, tile, and terra cotta.....	397	1	15	15.0	5	8	(1)
Cigars and cigarettes.....	148	2	8 - 9	8.2	459	52	2

<sup>1</sup> Less than one-half of 1 per cent.



## Indexes of Employment and Pay-roll Totals in Manufacturing Industries

INDEX numbers for January, 1926, and for December and January, 1925, showing relatively the variation in number of persons employed and in pay-roll totals in each of the 53 industries surveyed by the Bureau of Labor Statistics, together with general indexes for the combined 12 groups of indexes, appear in the following table.

The general index of employment in January, 1926, is 93.3, and the general index of pay-roll totals is 94.9. These numbers are 0.8 per cent higher and 2.5 per cent lower respectively than the index numbers for December, and 3.7 per cent and 5.4 per cent higher, respectively, than the index numbers for January, 1925.

In computing the general index and the group indexes the index numbers of separate industries are weighted according to the importance of the industries.

## INDEXES OF EMPLOYMENT AND PAY-ROLL TOTALS IN MANUFACTURING INDUSTRIES, JANUARY AND DECEMBER, 1925, AND JANUARY, 1926

[Monthly average, 1923=100]

Industry	1925				1926	
	January		December		January	
	Employment	Pay-roll totals	Employment	Pay-roll totals	Employment	Pay-roll totals
<b>General index</b> .....	<b>90.0</b>	<b>90.0</b>	<b>92.6</b>	<b>97.3</b>	<b>93.3</b>	<b>94.9</b>
<b>Food and kindred products</b> .....	<b>92.8</b>	<b>96.0</b>	<b>92.5</b>	<b>96.7</b>	<b>90.3</b>	<b>94.1</b>
Slaughtering and meat packing.....	95.1	97.6	86.6	90.3	86.7	90.1
Confectionery.....	83.2	89.5	94.0	103.6	86.4	92.0
Ice cream.....	79.5	80.9	86.5	92.2	83.8	90.6
Flour.....	94.5	95.9	90.5	93.9	88.9	91.2
Baking.....	98.3	100.1	99.9	104.3	97.6	102.0
Sugar refining, cane.....	79.8	83.1	93.1	96.5	91.9	90.8
<b>Textiles and their products</b> .....	<b>89.9</b>	<b>91.8</b>	<b>89.6</b>	<b>90.0</b>	<b>89.8</b>	<b>90.8</b>
Cotton goods.....	87.3	87.4	85.4	85.7	85.6	85.4
Hosiery and knit goods.....	92.4	96.4	101.6	114.3	100.6	108.2
Silk goods.....	96.1	98.8	108.1	116.2	108.0	114.9
Woolen and worsted goods.....	95.1	99.8	87.4	85.4	86.1	84.7
Carpets.....	97.2	97.6	95.1	92.0	95.8	94.4
Dyeing and finishing textiles.....	99.9	106.0	100.8	106.4	101.4	104.6
Clothing, men's.....	86.5	83.4	86.1	79.7	86.6	82.5
Shirts and collars.....	82.5	81.9	90.8	95.7	89.8	93.6
Clothing, women's.....	85.7	90.9	78.3	79.0	81.5	86.9
Millinery and lace goods.....	88.6	93.6	78.3	80.0	78.8	82.4
<b>Iron and steel and their products</b> .....	<b>86.2</b>	<b>89.7</b>	<b>89.9</b>	<b>96.8</b>	<b>90.3</b>	<b>94.7</b>
Iron and steel.....	98.2	103.9	98.1	105.1	98.4	102.6
Structural ironwork.....	87.7	88.5	92.5	102.4	91.8	93.7
Foundry and machine-shop products.....	78.4	78.2	82.7	87.1	84.0	86.4
Hardware.....	91.1	94.7	92.7	103.7	93.1	101.9
Machine tools.....	82.2	86.2	100.7	114.4	102.1	113.6
Steam fittings and steam and hot-water heating apparatus.....	93.4	96.2	101.8	105.1	99.7	104.4
Stoves.....	75.3	71.2	88.4	94.4	78.6	78.6
<b>Lumber and its products</b> .....	<b>91.9</b>	<b>90.1</b>	<b>91.6</b>	<b>90.8</b>	<b>89.2</b>	<b>90.9</b>
Lumber, sawmills.....	88.5	86.0	86.1	94.3	83.9	85.3
Lumber, millwork.....	97.6	98.0	103.6	110.5	100.9	102.6
Furniture.....	100.0	99.2	103.3	111.9	100.5	102.8
<b>Leather and its products</b> .....	<b>93.8</b>	<b>91.5</b>	<b>89.2</b>	<b>84.3</b>	<b>91.0</b>	<b>86.9</b>
Leather.....	91.5	92.9	91.2	94.3	92.6	93.6
Boots and shoes.....	94.5	91.0	88.5	80.3	90.5	84.2
<b>Paper and printing</b> .....	<b>100.9</b>	<b>104.7</b>	<b>103.6</b>	<b>112.5</b>	<b>102.2</b>	<b>110.0</b>
Paper and pulp.....	92.4	98.4	94.8	103.3	95.1	101.9
Paper boxes.....	98.5	103.0	105.5	114.1	101.3	108.1
Printing, book and job.....	105.6	109.1	103.4	114.1	105.1	113.4
Printing, newspapers.....	105.2	106.7	111.2	119.0	109.8	115.0

## INDEXES OF EMPLOYMENT AND PAY-ROLL TOTALS IN MANUFACTURING INDUSTRIES, JANUARY AND DECEMBER, 1925, AND JANUARY, 1926—Continued

Industry	1925				1926	
	January		December		January	
	Employment	Pay-roll totals	Employment	Pay-roll totals	Employment	Pay-roll totals
<b>Chemicals and allied products.....</b>	<b>90.5</b>	<b>90.9</b>	<b>98.0</b>	<b>100.6</b>	<b>98.0</b>	<b>100.3</b>
Chemicals.....	91.6	96.1	96.1	103.9	95.3	101.2
Fertilizers.....	91.0	90.9	101.6	105.4	107.4	111.0
Petroleum refining.....	88.8	85.2	99.1	95.6	97.6	96.2
<b>Stone, clay, and glass products.....</b>	<b>90.1</b>	<b>92.0</b>	<b>98.3</b>	<b>106.3</b>	<b>93.5</b>	<b>97.7</b>
Cement.....	89.8	84.5	94.0	99.1	86.4	83.3
Brick, tile, and terra cotta.....	86.9	87.0	97.1	102.6	90.9	92.6
Pottery.....	104.1	107.8	104.6	117.6	102.9	108.4
Glass.....	88.2	93.8	98.6	108.3	95.1	104.1
<b>Metal products, other than iron and steel.....</b>	<b>93.6</b>	<b>95.0</b>	<b>101.5</b>	<b>105.7</b>	<b>100.2</b>	<b>101.3</b>
Stamped and enameled ware.....	87.0	79.6	103.8	105.2	99.4	95.9
Brass, bronze, and copper products.....	96.6	100.7	100.4	105.9	100.5	103.3
<b>Tobacco products.....</b>	<b>91.9</b>	<b>95.8</b>	<b>95.0</b>	<b>101.2</b>	<b>85.0</b>	<b>87.7</b>
Chewing and smoking tobacco and snuff.....	93.7	104.3	89.6	95.3	90.3	95.1
Cigars and cigarettes.....	91.7	94.8	95.7	101.9	84.3	86.8
<b>Vehicles for land transportation.....</b>	<b>86.4</b>	<b>78.9</b>	<b>92.7</b>	<b>96.9</b>	<b>92.7</b>	<b>88.0</b>
Automobiles.....	89.9	73.4	112.4	120.1	112.8	99.9
Carriages and wagons.....	76.5	77.5	98.6	99.4	93.2	89.1
Car building and repairing, electric-railroad.....	85.8	87.5	90.0	95.2	89.3	88.9
Car building and repairing, steam-railroad.....	84.6	82.0	80.1	82.1	80.0	76.9
<b>Miscellaneous industries.....</b>	<b>89.9</b>	<b>91.9</b>	<b>94.2</b>	<b>98.9</b>	<b>97.0</b>	<b>100.4</b>
Agricultural implements.....	85.4	88.5	102.2	119.0	106.1	120.1
Electrical machinery, apparatus, and supplies.....	89.9	93.0	99.4	107.0	99.5	103.1
Pianos and organs.....	99.0	104.7	100.3	122.2	98.5	103.4
Rubber boots and shoes.....	84.5	95.0	90.3	103.0	92.7	104.7
Automobile tires.....	102.9	103.0	110.7	112.5	112.6	114.0
Shipbuilding, steel.....	86.0	87.7	83.9	87.5	89.0	92.4

The following tables show the general index of employment in manufacturing industries from June, 1914, to January, 1926, and the general index of pay-roll totals from November, 1915, to January, 1926:

## GENERAL INDEX OF EMPLOYMENT AND OF PAY-ROLL TOTALS IN MANUFACTURING INDUSTRIES

*Employment (June, 1914, to January, 1926)*

[Monthly average, 1923=100]

Month	1914	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926
January.....		91.9	104.6	117.0	115.5	110.1	116.1	76.8	87.0	98.0	95.4	90.0	93.3
February.....		92.9	107.4	117.5	114.7	103.2	115.6	82.3	87.7	99.6	96.6	91.6	-----
March.....		93.9	109.6	117.4	116.5	104.0	116.9	83.9	83.2	101.8	96.4	92.3	-----
April.....		93.9	109.0	115.0	115.0	103.6	117.1	84.0	82.4	101.8	94.5	92.1	-----
May.....		94.9	109.5	115.1	114.0	106.3	117.4	84.5	84.3	101.8	90.8	90.9	-----
June.....	98.9	95.9	110.0	114.8	113.4	108.7	117.9	84.9	87.1	101.9	87.9	90.1	-----
July.....	95.9	94.9	110.3	114.2	114.6	110.7	110.0	84.5	86.8	100.4	84.8	89.3	-----
August.....	92.9	95.9	110.0	112.7	114.5	109.9	109.7	85.6	88.0	99.7	85.0	89.9	-----
September.....	94.9	98.9	111.4	110.7	114.2	112.1	107.0	87.0	90.6	99.8	86.7	90.9	-----
October.....	94.9	100.8	112.9	113.2	111.5	106.8	102.5	88.4	92.6	99.3	87.9	92.3	-----
November.....	93.9	103.8	114.5	115.6	113.4	110.0	97.3	89.4	94.5	98.7	87.8	92.5	-----
December.....	92.9	105.9	115.1	117.2	113.5	113.2	91.1	89.9	96.6	96.9	89.4	92.6	-----
Average..	94.9	97.0	110.4	115.0	114.2	108.2	109.9	85.1	88.4	100.0	90.3	91.2	-----

<sup>1</sup> Average for 7 months.

## GENERAL INDEX OF EMPLOYMENT AND OF PAY-ROLL TOTALS IN MANUFACTURING INDUSTRIES—Continued

*Pay-roll totals (November, 1915, to January, 1926)*

Month	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	1925
January.....		52.1	69.8	79.6	104.2	126.6	80.6	71.5	91.8	94.5	90.0	94.9
February.....		57.8	70.5	79.8	95.0	124.8	82.4	76.7	95.2	99.4	95.1	
March.....		60.0	73.6	88.2	95.4	133.0	83.3	74.2	100.3	99.0	96.6	
April.....		59.7	69.4	88.8	94.5	130.6	82.8	72.6	101.3	96.9	94.2	
May.....		62.1	75.8	94.5	96.7	135.7	81.8	76.9	104.8	92.4	94.4	
June.....		62.5	76.1	94.3	100.2	138.0	81.0	82.0	104.7	87.0	91.7	
July.....		58.7	73.1	97.5	102.5	124.9	76.0	74.1	99.9	80.8	89.6	
August.....		60.9	75.0	105.3	105.3	132.2	79.0	79.3	99.3	83.5	91.4	
September.....		62.9	74.4	106.6	111.6	128.2	77.8	82.7	100.0	86.0	90.4	
October.....		65.5	82.2	110.3	105.5	123.0	76.8	86.0	102.3	88.5	96.2	
November.....	53.8	69.2	87.4	104.1	111.3	111.3	77.2	89.8	101.0	87.6	96.2	
December.....	56.0	71.0	87.8	111.2	121.5	102.4	81.5	92.9	98.9	91.7	97.3	
Average..	<sup>1</sup> 54.9	61.9	76.3	96.7	103.6	125.9	80.0	79.9	100.0	90.6	93.6	

<sup>1</sup> Average for 2 months.

## Employment and Earnings of Railroad Employees, December, 1924, and November and December, 1925

THE following table shows the number of employees and the earnings in various occupations among railroad employees in December, 1925 in comparison with employment and earnings in November, 1925, and December, 1924.

The figures are for Class I roads, that is, all roads having operating revenues of \$1,000,000 a year and over.

## EMPLOYMENT AND EARNINGS OF RAILROAD EMPLOYEES, DECEMBER, 1924, AND NOVEMBER AND DECEMBER, 1925

[From monthly reports of Interstate Commerce Commission. As data for only the more important occupations are shown separately, the group totals are not the sum of the items under the respective groups; the grand totals will be found on pp. 105 and 107]

Month and year	Professional, clerical, and general			Maintenance of way and structures		
	Clerks	Stenographers and typists	Total for group	Laborers (extra gang and work train)	Track and roadway section laborers	Total for group
<i>Number of employees at middle of month</i>						
December, 1924.....	167,439	25,081	281,419	42,319	172,861	341,806
November, 1925.....	167,830	25,140	283,892	55,995	205,550	395,301
December, 1925.....	167,108	25,222	283,331	49,178	182,310	362,224
<i>Total earnings</i>						
December, 1924.....	\$21,617,180	\$3,063,955	\$38,267,107	\$2,927,479	\$12,271,431	\$31,139,251
November, 1925.....	21,216,484	3,018,902	38,070,334	4,167,586	14,064,770	35,014,387
December, 1925.....	21,788,895	3,105,106	38,914,554	3,545,001	13,121,680	33,262,018



## EMPLOYMENT AND EARNINGS OF RAILROAD EMPLOYEES, DECEMBER, 1924, AND NOVEMBER AND DECEMBER, 1925—Continued

Month and year	Maintenance of equipment and stores					
	Carmen	Machinists	Skilled trade helpers	Laborers (shops, engine houses, power plants, and stores)	Common laborers (shops, engine houses, power plants, and stores)	Total for group
Number of employees at middle of month						
December, 1924.....	120,530	62,386	118,941	45,604	61,273	538,880
November, 1925.....	116,312	60,708	114,020	43,439	58,798	521,537
December, 1925.....	116,554	60,933	115,229	43,820	59,334	524,652
Total earnings						
December, 1924.....	\$17,049,626	\$7,751,515	\$12,804,614	\$4,460,816	\$4,911,800	\$68,917,569
November, 1925.....	16,265,240	9,176,555	12,051,706	4,040,157	4,585,094	65,435,500
December, 1925.....	16,749,921	9,570,899	12,580,191	4,207,664	4,789,890	67,771,963
Transportation other than track and yard						Transportation (yard masters, switch tenders, and hostlers)
Station agents	Telegraphers, telephoners, and towermen	Truckers (stations, warehouses, and platforms)	Crossing and bridge flagmen and gatemen	Total for group		
Number of employees at middle of month						
December, 1924.....	31,218	26,360	38,966	22,804	207,529	24,524
November, 1925.....	30,840	26,049	41,094	22,404	210,886	24,143
December, 1925.....	30,736	25,898	40,260	22,321	209,068	24,140
Total earnings						
December, 1924.....	\$4,857,145	\$3,941,735	\$3,562,192	\$1,718,377	\$25,287,249	\$4,532,211
November, 1925.....	4,627,560	3,803,702	3,723,596	1,676,804	25,145,777	4,435,220
December, 1925.....	4,826,910	3,937,439	3,745,798	1,684,240	25,750,794	4,538,716
Transportation, train and engine						
Road conductors	Road brakemen and flagmen	Yard brakemen and yardmen	Road engineers and motor-men	Road firemen and helpers	Total for group	
Number of employees at middle of month						
December, 1924.....	36,778	75,401	53,627	43,905	45,948	326,201
November, 1925.....	38,054	76,872	55,570	45,189	46,884	336,473
December, 1925.....	37,275	75,600	55,787	44,447	46,095	333,193
Total earnings						
December, 1924.....	\$8,745,927	\$13,075,540	\$9,373,453	\$11,604,962	\$8,648,915	\$65,061,107
November, 1925.....	8,910,423	13,355,098	9,626,037	12,035,165	8,984,406	66,904,036
December, 1925.....	8,911,662	13,193,912	9,742,827	12,055,589	8,984,722	67,167,339

## Recent Employment Statistics

## Public Employment Offices

## Connecticut

THE Bureau of Labor of Connecticut has supplied the following statistics on the operations of the five free public employment offices of that State in January, 1926:

## ACTIVITIES OF CONNECTICUT PUBLIC EMPLOYMENT OFFICES IN JANUARY, 1926

Sex	Applica- tions for employ- ment	Applica- tions for help	Situa- tions secured	Per cent of appli- cants placed	Per cent of appli- cations for help filled
Males.....	2,056	1,217	1,106	53.8	.....
Females.....	1,533	1,296	1,218	79.4	.....
Total.....	3,589	2,513	2,324	64.7	92.4

## Iowa

The following report on the operations of the public employment offices of Iowa in January is from the Iowa Employment Survey for January, 1926, issued by the bureau of labor of that State:

## ACTIVITIES OF IOWA STATE-FEDERAL EMPLOYMENT SERVICE, JANUARY, 1926

Sex	Registra- tion for jobs	Jobs offered	Persons referred to positions	Persons placed in employ- ment
Men.....	3,958	776	785	771
Women.....	1,265	695	652	630
Total.....	5,223	1,471	1,437	1,401

## Massachusetts

The operations of the four State employment offices of Massachusetts for December, 1925, for the same month in 1924, and for the years 1924 and 1925, as shown in a report furnished by the Massachusetts Department of Labor and Industries, are given in the table below.

## OPERATIONS OF MASSACHUSETTS PUBLIC EMPLOYMENT OFFICES FOR DECEMBER, 1924 AND 1925, AND FOR THE YEARS 1924 AND 1925

Year and month	Applica- tions for positions	Help wanted	Persons referred to positions	Persons placed in employ- ment
December, 1924.....	39,830	2,993	3,773	2,634
Year, 1924.....	410,521	37,715	47,198	32,188
December, 1925.....	34,550	2,879	3,654	2,584
Year, 1925.....	470,871	41,193	51,081	34,806

## Ohio

The Ohio Department of Industrial Relations has furnished the following data on placement work of the State-city employment service of Ohio in January, 1926:

## OPERATIONS OF STATE-CITY EMPLOYMENT SERVICE OF OHIO IN JANUARY, 1926

Group	Number of applicants	Help wanted	Persons referred to positions	Persons reported placed in employment
Males:				
Nonagricultural.....	575	7,506	7,516	6,780
Farm and dairy.....	343	69	80	57
Total.....	37,918	7,575	7,596	6,837
Females.....	16,110	7,172	7,166	6,178
Grand total.....	54,028	14,747	14,762	13,015

## Oklahoma

The figures given below, from the January 15 and February 15, 1926, issues of the Oklahoma Labor Market, published by the State bureau of labor statistics, shows the placements made by the public employment offices of Oklahoma in December, 1924, November and December, 1925, and January, 1926.

## ACTIVITIES OF OKLAHOMA PUBLIC EMPLOYMENT OFFICES IN DECEMBER, 1924, NOVEMBER AND DECEMBER, 1925, AND JANUARY, 1926

Industry	Number placed in employment			
	December, 1924	November, 1925	December, 1925	January, 1926
Agriculture.....	209	846	255	133
Building and construction.....	55	108	73	75
Clerical (office).....	1	11	4	6
Manufacturing.....	35	103	74	164
Personal service.....	1,149	1,029	806	1,019
Miscellaneous.....	1,257	1,968	1,317	701
Total.....	2,706	4,065	2,529	2,098

## Pennsylvania

The Department of Labor and Industry of Pennsylvania, in its November, 1925, issue of Labor and Industry, shows placements of the State employment offices of Pennsylvania for October, 1924 and 1925, as follows:

Persons applying for positions:	October, 1924	October, 1925
Men.....	10,061	8,465
Women.....	4,385	2,461
Total.....	14,446	10,926
Persons asked for by employers:		
Men.....	6,985	6,002
Women.....	2,026	1,548
Total.....	9,011	7,550
Persons placed in employment:		
Men.....	6,082	5,505
Women.....	1,689	1,291
Total.....	7,771	6,796



## Wisconsin

The following table showing operations of the Wisconsin Federal-State-Municipal Employment Service in December, 1924 and 1925, is taken from a mimeographed report of the industrial commission of that State:

## ACTIVITIES OF FEDERAL-STATE-MUNICIPAL EMPLOYMENT SERVICE OF WISCONSIN IN DECEMBER, 1924 AND 1925

Item	December, 1924			December, 1925		
	Males	Females	Total	Males	Females	Total
Applications for work.....	7,179	3,318	10,497	6,944	3,208	10,152
Help wanted.....	5,621	2,715	8,336	5,284	2,569	7,853
Referred to positions.....	5,261	2,728	7,989	5,085	2,598	7,683
Placed in employment.....	4,562	1,946	6,508	4,361	1,937	6,298

## State Departments of Labor

## California

THE California Labor Market Bulletin for January, 1926, issued by the Bureau of Labor Statistics of California, shows changes in volume of employment and pay roll from November to December, 1925, in 701 establishments in that State as given below:

## PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN TOTAL AMOUNT OF WEEKLY PAY ROLL IN 701 CALIFORNIA ESTABLISHMENTS BETWEEN NOVEMBER AND DECEMBER, 1925

Industry	Number of firms reporting	Employees		Weekly pay roll	
		Number in December, 1925	Per cent of increase (+) or decrease (-) as compared with November, 1925	Amount in December, 1925	Per cent of increase (+) or decrease (-) as compared with November, 1925
Stone, clay, and glass products:					
Miscellaneous stone and mineral products.....	11	1,870	+5.4	\$58,633	+15.1
Lime, cement, plaster.....	8	2,115	+2.2	65,845	-3.7
Brick, tile, pottery.....	21	3,332	+1.0	85,035	+3.0
Glass.....	5	747	-3.4	25,564	+1.1
Total.....	45	8,064	+1.9	235,077	+3.5
Metals, machinery, and conveyances:					
Agricultural implements.....	5	832	-1.2	24,123	-1.4
Automobiles, including bodies and parts.....	15	5,113	-8.2	160,918	-5.1
Brass, bronze, and copper products.....	8	1,150	-6.6	32,014	+1.5
Engines, pumps, boilers, and tanks.....	11	1,311	+3.8	42,181	+3.7
Iron and steel forgings, bolts, nuts, etc.....	8	2,605	+5.3	84,866	+5.5
Structural and ornamental steel.....	15	5,031	-3	159,940	+1.4
Ship and boat building and naval repairs.....	6	4,395	+2.7	153,771	+5.0
Tin cans.....	3	2,035	-11.3	52,558	-7.3
Other iron foundry and machine shop products.....	67	7,738	-1.2	238,629	+1.8
Other sheet metal products.....	22	1,668	-2.2	50,375	+2.2
Cars, locomotives, and railway repair shops.....	17	8,210	+5	252,802	-1.0
Total.....	177	40,088	-1.5	1,252,177	+4

PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN TOTAL AMOUNT OF WEEKLY PAY ROLL IN 701 CALIFORNIA ESTABLISHMENTS BETWEEN NOVEMBER AND DECEMBER, 1925—Continued

Industry	Number of firms reporting	Employees		Weekly pay roll	
		Number in December, 1925	Per cent of increase (+) or decrease (—) as compared with November, 1925	Amount in December, 1925	Per cent of increase (+) or decrease (—) as compared with November, 1925
Wood manufactures:					
Sawmills and logging.....	24	11,317	+2	\$298,052	-11.1
Planing mills, sash and door factories, etc.....	49	10,450	-9.5	300,064	-7.5
Other wood manufactures.....	43	5,290	-3.6	147,304	-6.3
Total.....	116	27,057	-4.5	745,420	-8.8
Leather and rubber goods:					
Tanning.....	8	908	-2.6	24,527	-8.3
Finished leather products.....	6	607	+2.2	12,771	+3
Rubber products.....	8	2,691	-2.4	79,773	+1.3
Total.....	22	4,206	-1.8	117,071	-1.0
Chemicals, oil, paints, etc.:					
Explosives.....	4	475	-2.1	14,229	-5.3
Mineral oil refining.....	9	11,280	-.8	424,843	-3.5
Paints, dyes, and colors.....	5	551	-1.8	13,728	+1.3
Miscellaneous chemical products.....	11	1,734	-6.5	45,904	-10.1
Total.....	29	14,040	-1.6	498,704	-4.0
Printing and paper goods:					
Paper boxes, bags, cartons, etc.....	9	1,698	-5.0	41,289	-2.1
Printing.....	37	2,213	+4.9	80,257	+5.6
Publishing.....	15	2,282	+1	89,624	+1.9
Other paper products.....	9	1,009	-.9	24,749	-.9
Total.....	70	7,202	+1	235,919	+2.1
Textiles:					
Knit goods.....	6	647	-8.2	14,330	-10.1
Other textile products.....	6	1,686	+2.9	37,806	+3.2
Total.....	12	2,333	-.4	52,136	-.8
Clothing, millinery, and laundering:					
Men's clothing.....	22	2,927	+5	64,631	-1.3
Women's clothing.....	11	957	-3.7	17,727	-9.0
Millinery.....	7	693	+23.3	13,889	+29.8
Laundries, cleaning and dyeing.....	21	2,382	-.3	57,162	+1.3
Total.....	61	6,959	+1.5	153,409	+1.9
Foods, beverages, and tobacco:					
Canning and preserving of fruits and vegetables.....	21	4,921	-38.0	97,616	-34.1
Canning and packing of fish.....	8	736	-43.3	9,347	-45.2
Confectionery and ice cream.....	32	2,063	-4.8	50,942	-3.4
Groceries, not elsewhere specified.....	4	481	(1)	11,234	-6.8
Bread and bakery products.....	19	2,960	-.7	86,125	+1.1
Sugar.....	7	2,903	-7.6	84,676	-13.8
Slaughtering and meat products.....	14	2,786	-5.4	80,377	-3.4
Cigars and other tobacco products.....	4	997	-3.9	18,726	-2.9
Beverages.....	3	467	+8.4	10,610	+7.5
Dairy products.....	10	2,324	-.9	77,472	-3.8
Flour and grist mills.....	9	1,341	+8.5	34,215	+1.5
Ice manufacture.....	6	956	-12.0	31,626	-7.7
Other food products.....	14	1,427	-32.0	30,049	-29.5
Total.....	151	24,362	-16.5	623,015	-13.1
Water, light, and power.....	5	9,247	-3.3	293,345	+1.3
Miscellaneous.....	13	1,895	-4.1	54,533	+4.5
Total, all industries.....	701	145,453	-4.7	4,260,806	-3.7

<sup>1</sup> No change.

## Maryland

The commissioner of labor and statistics of Maryland has furnished the following statistics on changes in volume of employment in that State from December, 1925, to January, 1926:

## COMPARISON OF EMPLOYMENT IN IDENTICAL MARYLAND ESTABLISHMENTS IN DECEMBER, 1925, AND JANUARY, 1926

Industry	Number of establishments reporting for both months	Employment		Pay roll	
		Number of employees January, 1926	Per cent of increase (+) or decrease (-) as compared with December, 1925	Amount, January, 1926	Per cent of increase (+) or decrease (-) as compared with December, 1925
Bakery.....	3	132	-5.1	\$2,772	+0.2
Beverages and soft drinks.....	3	112	-4.3	3,023	-1.1
Boots and shoes.....	6	1,005	-7	17,810	-8.5
Boxes, paper and fancy.....	9	481	-4.8	7,059	-10.0
Boxes, wooden.....	5	372	+2	6,816	-8
Brass and bronze.....	4	2,647	+3.1	62,610	+9
Brick, tile, etc.....	6	748	-8.9	18,805	-8.3
Brushes.....	5	1,086	+3.7	19,363	-10.9
Car building and repairing.....	5	4,516	+9	151,699	-1.1
Chemicals.....	5	1,191	-5.5	33,336	-6.9
Clothing, men's outer garments.....	5	2,349	+2.1	65,649	+14.8
Clothing, women's outer garments.....	6	895	-1.4	11,447	+1
Confectionery.....	6	864	-10.9	11,483	-16.0
Cotton goods.....	3	880	-2.6	17,860	-2.9
Fertilizer.....	4	502	-8.1	12,527	+1.3
Food preparation.....	4	135	-4.3	4,703	+7.3
Foundry.....	11	1,265	+4.1	34,633	+10.7
Furnishing goods, men's.....	6	2,606	-3.2	33,494	-4.7
Furniture.....	11	1,018	-5.4	22,966	-10.8
Glass.....	4	1,258	-1.1	28,590	-8.6
Ice cream.....	4	270	-4.0	9,064	-1.7
Leather goods.....	5	632	+1	13,193	+1.8
Lithographing.....	5	573	-4	16,796	-2.8
Lumber and mill work.....	9	655	-1.1	17,368	-3.7
Mattresses and spring beds.....	3	79	-2.5	1,955	+7
Patent medicine.....	3	884	-2	14,161	-3.1
Pianos.....	3	917	+2.1	27,324	-9
Plumber's supplies.....	4	1,250	+7	35,254	+2.2
Printing.....	9	1,139	-2.8	40,645	-9.7
Rubber tire manufacture.....	1	2,558	+5.8	103,826	-21.2
Shipbuilding.....	3	772	+17.1	28,549	+32.9
Shirt manufacturing.....	4	587	-5.7	8,326	-3.9
Silk goods.....	3	653	+7.7	9,045	-7
Stamped and enameled ware.....	3	385	+7	7,965	-1.8
Stoves.....	3	430	+2	11,002	+13.6
Tinware.....	4	2,653	-3.4	58,622	+6.1
Tobacco.....	8	1,047	-6.7	16,188	-10.4
Miscellaneous.....	17	4,055	-3.6	89,410	-10.5



## Massachusetts

A press release from the Department of Labor and Industries of Massachusetts shows the changes in volume of employment in various industries in that State from November to December, 1925, as follows:

NUMBER OF EMPLOYEES IN 1,004 MANUFACTURING ESTABLISHMENTS IN MASSACHUSETTS, WEEK INCLUDING OR ENDING NEAREST TO NOVEMBER 15 AND DECEMBER 15, 1925

Industry	Number of establishments reporting	Number of wage earners employed			
		November, 1925	December, 1925		
			Full time	Part time	Total
Automobiles, including bodies and parts.....	18	4,103	1,106	2,839	3,945
Bookbinding.....	15	984	735	245	980
Boot and shoe cut stock and findings.....	47	2,194	1,147	969	2,116
Boots and shoes.....	71	21,779	4,570	14,626	19,196
Boxes, paper.....	27	2,363	1,746	545	2,291
Boxes, wooden packing.....	13	1,198	711	487	1,198
Bread and other bakery products.....	50	3,947	3,571	258	3,829
Carpets and rugs.....	5	3,683	1,829	1,909	3,738
Cars and general shop construction and repairs, steam railroads.....	4	2,867	2,701	166	2,867
Clothing, men's.....	30	4,012	2,349	1,519	3,868
Clothing, women's.....	35	1,562	999	483	1,482
Confectionery.....	13	3,607	2,105	1,235	3,340
Copper, tin, sheet iron, etc.....	16	516	472	34	506
Cotton goods.....	55	40,615	25,444	16,121	41,565
Cutlery and tools.....	25	5,207	4,352	802	5,154
Dyeing and finishing textiles.....	8	6,730	924	5,812	6,736
Electrical machinery, apparatus, and supplies.....	14	11,766	11,597	-----	11,597
Foundry products.....	27	2,685	2,644	286	2,930
Furniture.....	33	3,789	3,700	57	3,757
Gas and by-products.....	13	1,242	1,241	-----	1,241
Hosiery and knit goods.....	12	5,330	2,551	2,711	5,262
Jewelry.....	37	3,077	2,750	290	3,040
Leather, tanned, curried, and finished.....	25	4,118	3,041	998	4,039
Machine-shop products.....	44	8,001	6,649	1,476	8,125
Machine tools.....	23	2,034	2,142	4	2,146
Musical instruments.....	12	1,349	1,251	60	1,311
Paper and wood pulp.....	21	6,015	4,958	1,091	6,049
Printing and publishing, book and job.....	39	3,354	2,442	926	3,368
Printing and publishing, newspaper.....	19	2,347	2,397	-----	2,397
Rubber footwear.....	3	9,133	9,835	-----	9,835
Rubber goods.....	7	3,017	2,995	2	2,997
Silk goods.....	10	4,004	1,453	2,553	4,006
Slaughtering and meat packing.....	5	1,598	309	1,367	1,676
Stationery goods.....	8	1,733	1,736	-----	1,736
Steam fittings and steam and hot water-heating apparatus.....	9	2,177	2,149	-----	2,149
Stoves and stove linings.....	5	1,821	684	1,178	1,862
Textile machinery and parts.....	15	5,135	3,507	1,761	5,268
Tobacco.....	5	740	628	116	744
Woolen and worsted goods.....	57	19,891	14,500	5,371	19,871
All other industries.....	129	30,112	19,094	11,467	30,561
Total, all industries.....	1,004	239,835	159,014	79,764	238,778

## New York

The following statistics on changes in employment and pay rolls in New York State factories in December, 1925, are supplied by the New York State Department of Labor. The table is based on a fixed list of approximately 1,700 factories, whose weekly pay roll for the middle week of December was \$14,982,706.

CHANGES IN EMPLOYMENT AND PAY ROLL IN NEW YORK STATE FACTORIES FROM  
DECEMBER, 1924, AND NOVEMBER, 1925, TO DECEMBER, 1925

Industry	Per cent of increase (+) or decrease (-)			
	November, 1925, to December, 1925		December, 1924, to December, 1925	
	Employ- ment	Pay roll	Employ- ment	Pay roll
Cement.....	-2.3	-2.1	+24.8	+29.7
Brick.....	-8.7	-10.8	+29.9	+35.6
Pottery.....	-2.3	-1.1	-1.0	+6.0
Glass.....	+5.5	+4.6	+12.2	+20.2
Pig iron.....	+6.4	+6.3	+10.4	+11.8
Structural iron.....	(1)	+5	+6.7	+9.6
Hardware.....	+2.4	+7.2	+17.6	+21.4
Stamped ware.....	-2	+4.8	+23.4	+26.2
Cutlery.....	+3.1	+6.0	+4	+5.9
Steam and hot water.....	+4	-3	+22.3	+26.4
Stoves.....	-9.6	-11.1	-4.2	+6.9
Agricultural implements.....	+5.0	+7.0	+24.4	+27.0
Electrical machinery, etc.....	+2.9	+4.6	+12.2	+17.8
Foundry.....	+1.0	+2.5	+3.3	+8.8
Autos and parts.....	-1.4	-3.0	+20.0	+26.6
Cars, locomotives, etc.....	+5.6	+9.2	-23.2	-22.0
Railway repair shops.....	+1.3	+5.1	-7.4	-7.9
Millwork.....	+1.1	+1.2	+1.9	+1.7
Sawmills.....	+5.2	+4.0	-10.1	-9.7
Furniture and cabinet work.....	+1.1	+3.4	+4.5	+11.7
Furniture.....	+8	+3.2	+3.6	+10.6
Pianos.....	-6	+1.3	+2.6	+7.3
Leather.....	-9	-3.0	-5.8	-4.4
Boots and shoes.....	+3.2	+11.4	+2.4	-2
Drugs.....	+1.1	+2.0	+5.4	+6.3
Petroleum.....	+1.5	+1.6	-10.1	-7.6
Paper boxes.....	-1.0	(2)	+4	+4.8
Printing newspapers.....	+8	+1.5	+14.4	+22.2
Printing book and job.....	+4	+2.3	-2.6	+1.7
Silk goods.....	+2.8	+5.9	+15.7	+20.0
Carpets.....	+1	-2.6	+1.6	-5
Woolens.....	+4.4	+5.9	+11.4	+1.7
Cotton goods.....	+7.1	+1.6	-7.1	-40.3
Cotton and woolen.....	-2	-2.6	+8.5	+8.9
Dyeing.....	-1.4	+1.6	-2.8	-1.8
Men's clothing.....	+6	+8.9	+1.6	-1.1
Shirts and collars.....	+4	+4.2	+6.9	+12.1
Women's clothing.....	-1.6	-5.0	+5.2	+11.0
Women's headwear.....	-1.2	-5.7	+3	+2.4
Flour.....	-3.9	-6.4	+2.0	+1.8
Sugar.....	+2.0	+3.5	+31.2	+33.8
Slaughtering.....	-2	-9	-8.0	-5.7
Bread.....	-2.3	-1.8	-1.9	+3.2
Confectionery.....	-6.0	-2.6	+1.3	+4.1
Cigars.....	-6	-4.8	-16.6	-11.8
Total.....	+6	+1.9	+3.4	+6.3

<sup>1</sup> No change.

<sup>2</sup> Less than one-tenth of 1 per cent.

## Oklahoma

The Oklahoma Labor Market, published by the Bureau of Labor Statistics of Oklahoma, contains in its January 15 and February 15, 1926 issues the following information on changes in employment and pay rolls in 710 establishments in that State from November to December, 1925, and December, 1925, to January, 1926:

CHANGES IN EMPLOYMENT AND PAY ROLLS IN 710 INDUSTRIAL ESTABLISHMENTS IN OKLAHOMA, NOVEMBER TO DECEMBER, 1925, AND DECEMBER, 1925, TO JANUARY, 1926

Industry	December, 1925				January, 1926			
	Employment		Pay roll		Employment		Pay roll	
	Number of employees	Per cent of increase (+) or decrease (-) compared with November 1925	Amount	Per cent of increase (+) or decrease (-) compared with November, 1925	Number of employees	Per cent of increase (+) or decrease (-) compared with December, 1925	Amount	Per cent of increase (+) or decrease (-) compared with December, 1925
Cottonseed-oil mills.....	433	-3.3	\$8,952	+0.4	408	-5.8	\$8,251	-7.8
Food production:								
Bakeries.....	506	+1.2	13,980	+4.4	509	+ .6	13,156	-5.9
Confections.....	207	+23.0	1,897	+20.6	63	-41.1	1,105	-41.8
Creameries and dairies.....	105	-1.9	2,443	- .1	105	0.0	2,330	-4.6
Flour mills.....	336	+1.8	7,783	+2.8	337	+ .3	7,774	- .1
Ice and ice cream.....	261	-14.1	7,205	-13.5	248	-5.0	6,715	-6.8
Meat and poultry.....	1,637	-1.8	39,639	-1.0	1,522	-7.0	37,022	-6.6
Lead and zinc:								
Mines and mills.....	3,589	+1.9	109,281	+4.0	3,658	+1.9	112,094	+2.6
Smelters.....	2,137	-1.7	67,308	+ .8	2,069	-2.2	64,364	-4.4
Metals and machinery:								
Auto repairs, etc.....	1,774	-2.5	62,202	+1.4	1,607	-9.4	42,551	-31.6
Foundries and machine shops.....	937	- .4	26,070	+6.8	924	-1.4	25,771	-1.1
Tank construction and erection.....	550	+11.8	11,628	+21.4	645	+17.3	16,881	+45.2
Oil industry:								
Production and gasoline extraction.....	3,476	-2.9	103,402	-2.0	3,809	+9.6	110,506	+6.9
Refineries.....	5,517	+6.5	166,854	+12.1	5,690	+1.3	178,737	+7.1
Printing: Job work.....	262	+ .4	7,712	+ .1	272	+3.8	7,661	- .7
Public utilities:								
Steam-railroad shops.....	1,838	+ .8	50,836	+2.1	1,794	-2.4	49,495	-2.6
Street railways.....	660	+8.6	16,243	+5.6	671	+1.7	16,431	+1.2
Water, light, and power.....	1,174	+1.6	30,339	-1.1	1,113	-5.2	29,339	-3.3
Stone, clay, and glass:								
Brick and tile.....	395	+3.1	7,366	+1.2	368	-6.8	7,000	-5.0
Cement and plaster.....	960	+4.7	25,713	+2.2	933	-2.8	23,240	-9.6
Stone.....	209	+27.4	2,600	-4.5	202	-3.3	2,954	+13.6
Glass manufacturing.....	1,009	+1.0	19,299	-28.6	937	-7.1	24,479	+26.8
Textiles and cleaning:								
Textile manufacturing.....	391	+19.2	6,312	+28.8	386	-1.3	6,146	-2.6
Laundries and cleaning.....	1,412	-2.8	23,782	-4.7	1,416	+ .3	24,922	+4.8
Woodworking:								
Sawmills.....	313	+8.7	5,241	+39.1	311	- .6	5,336	+1.8
Millwork, etc.....	341	-3.9	9,374	-6.0	334	-2.1	8,635	-7.9
Total, all industries.....	30,329	+1.5	833,461	+2.5	30,351	+ .1	832,895	- .1



## Wisconsin

The following data on volume of employment in Wisconsin industries in November, 1925, are from the Wisconsin Labor Market for December, 1925, issued by the State industrial commission:

PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN TOTAL AMOUNT OF PAY ROLL IN IDENTICAL ESTABLISHMENTS IN WISCONSIN INDUSTRIES FROM NOVEMBER, 1924 AND OCTOBER, 1925, TO NOVEMBER, 1925

Industry	Per cent of increase (+) or decrease (-)			
	October to November, 1925		November, 1924, to November, 1925	
	Employment	Pay roll	Employment	Pay roll
<i>Manual</i>				
Agriculture.....			-14.6	
Logging.....	+8.7		-7	+1.3
Mining.....	-1.0	+2.0	+64.6	+68.6
Lead and zinc.....	+2.0	+6.3	+64.7	+73.6
Iron.....	-1.9	-8.3	+64.5	+56.4
Stone crushing and quarrying.....	+16.2	+9	+8.8	+9.2
Manufacturing.....	-6	-3.2	+5.4	+9.5
Stone and allied industries.....	-17.3	-9.3	-10.4	-1.3
Brick, tile, and cement blocks.....	-20.9	-25.6	+7.3	-11.6
Stone finishing.....	-14.2	-6	-20.5	-3.6
Metal.....	-3.2	-7.9	+12.0	+12.2
Pig iron and rolling mill products.....	+2.2	-1.1	-3.7	-4.8
Structural-iron work.....	+18.2	+21.3	+25.5	+47.9
Foundries and machine shops.....	+2	-2.3	+18.4	+35.0
Railroad repair shops.....	-3.6	+5.0	-10.2	-10.8
Stoves.....	+4.6	+19.1	+7.9	+9.2
Aluminum and enamelware.....	-5	+4.8	-1.9	+7.0
Machinery.....	-4.1	-5.3	+37.9	+51.5
Automobiles.....	-12.6	-39.8	+9.1	-24.7
Other metal products.....	-2.8	+6.3	+9.2	+15.4
Wood.....	+1.7	+2	-1	+5.6
Sawmills and planing mills.....	+3.8	+3.9	-12.9	-5.8
Box factories.....	+2.4	0	-12.7	-13.1
Panel and veneer mills.....	+4.2	-3.5	+17.6	+16.6
Sash, door, and interior finish.....	-2	-5	+9.8	+15.2
Furniture.....	+2.9	0	+6.6	+9.9
Other wood products.....	-2.8	+4.9	+2.0	+10.3
Rubber.....	-1	-11.1	+6.0	-5.2
Leather.....	+5	+1	-5	+9.0
Tanning.....	+4.8	+4.1	+8.6	+28.4
Boots and shoes.....	-5.4	-4.6	-9.0	-6.3
Other leather products.....	+4.3	+1.7	+8	+6.1
Paper.....	+9	+2.1	+3.2	+8.4
Paper and pulp mills.....	+1.4	+3.2	+1.7	+8.1
Paper boxes.....	-1.8	-1.7	+6	+5.0
Other paper products.....	+1.5	0	+13.2	+12.9
Textiles.....	+1.6	+5.9	+4.9	+22.2
Hosiery and other knit goods.....	+2	+7	-4.7	+12.9
Clothing.....	+6.4	+17.4	+28.0	+44.6
Other textile products.....	-2.7	+1.5	+3.0	+15.2
Foods.....	+2.0	+4.2	-1.5	+3.0
Meat packing.....	+20.8	+25.7	-6.3	+8.5
Baking and confectionery.....	-1.7	-5.0	-1.2	-2.9
Milk products.....	-9.4	-4.3	-9.7	-9.2
Canning and preserving.....	-17.2	-15.1	+8.7	+27.2
Flour mills.....	+7.6	+1.4	+36.7	+25.1
Tobacco manufacturing.....	+7.9	+6.3	-18.4	-20.1
Other food products.....	+13.0	+15.6	+5.9	+11.6
Light and power.....	-2.3	-3.7	+8.3	+3.8
Printing and publishing.....	+2.4	+3.9	+9.1	+17.0
Laundering, cleaning, and dyeing.....	-1.3	-2.6	+3.5	+7.0
Chemical (including soap, glue, and explosives).....	+5	-1.3	+13.4	+20.1
Construction:				
Building.....	-3.6	-2.3	+7.1	+9.2
Highway.....	-11.7		-6.3	-17.3
Railroad.....	-13.6	-20.6	+5.6	+2.4
Marine, dredging, sewer-digging.....	-10.3	-13.1	-33.3	-33.2
Communication:				
Steam railways.....	+7	-2.1	-3.5	-2.3
Electric railways.....	-11.8	-6.3	+3	-1.6
Express, telephone, and telegraph.....	+1.1	-1.1	-9.8	-10.7
Wholesale trade.....	-15.5	-16.4	-2.4	+1.1
Hotels and restaurants.....	-1.7		-7.0	

PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN TOTAL AMOUNT OF PAY ROLL IN IDENTICAL ESTABLISHMENTS IN WISCONSIN INDUSTRIES FROM NOVEMBER, 1924 AND OCTOBER, 1925, TO NOVEMBER, 1925—Continued

Industry	Per cent of increase (+) or decrease (-)			
	October to November, 1925		November, 1924, to November, 1925	
	Employment	Pay roll	Employment	Pay roll
<b>Nonmanual</b>				
Manufactures, mines, and quarries.....	- .2	+ .6	+3.7	+6.0
Construction.....	-2.0	-2.8	-13.0	-7.9
Communication.....	+1.5	+2.2	+2.1	+4.3
Wholesale trade.....	-3.1	+1.0	+1.0	+19.8
Retail trade—Sales force only.....	+16.8	+12.1	+17.7	+22.4
Miscellaneous professional services.....	+2.7	-15.7	+8.8	+1.0
Hotels and restaurants.....	0.0	.....	-7.2	.....

## INDUSTRIAL ACCIDENTS AND HYGIENE

### Results of Studies of Hazards Connected with Use of Tetraethyl Lead Gasoline

THE occurrence of a number of casualties in connection with the manufacture of tetraethyl lead for use in gasoline motor fuel led to the study of the effects of this chemical by several agencies. Following are summaries of two reports which have recently been published.

#### Report of Committee Appointed by United States Public Health Service<sup>1</sup>

A COMMITTEE was appointed by Dr. H. S. Cumming, Surgeon General of the United States Public Health Service, in May, 1925, to study the question of the health hazards involved in the retail distribution and general use of tetraethyl lead gasoline motor fuel. This committee, which consisted of seven members—scientists and physicians—reported the results of its investigation at a conference called by the Surgeon General January 19, 1926, at which Government officials, scientists, the manufacturing companies, and labor were represented.

The occurrence of a number of casualties in 1924 in chemical factories where tetraethyl lead was being manufactured<sup>2</sup> led to the calling of a conference by the Surgeon General May 20, 1925, at which time it was decided that an investigation of the hazards connected with its use should be made. The sale of ethyl gasoline was voluntarily discontinued May 5, 1925, and the corporation concerned in its manufacture and distribution agreed at this conference not to resume production and distribution until the further study of its effects had been made. Prior to the holding of the first conference experiments in regard to the substance had been made by the United States Bureau of Mines, by investigators at Columbia University, and by others, but it seemed that the crucial test of the situation must be derived from actual experience in the use of ethyl gasoline under practical conditions of operation.

The scope of the investigation was made as extensive as was possible in the time allowed, and was carried out in Ohio, as ethyl gasoline had been in constant use as a motor fuel in certain parts of the State for several years. In the region selected, a supply of ethyl fluid was in the hands of certain customers at the time its manufacture was discontinued and its continued use therefore offered the opportunity of studying a fairly large group of individuals who had been using and handling ethyl gasoline. The actual work of the investigation

<sup>1</sup> [United States Public Health Service. Report of committee on use of tetraethyl lead gasoline.] Washington, January 17, 1926. 15 pp. (Mimeographed.)

<sup>2</sup> See MONTHLY LABOR REVIEW, February, 1925, pp. 173, 174, and May, 1925, pp. 174, 175.



was carried out by a corps of workers under Dr. J. P. Leake, surgeon, United States Public Health Service.

The investigation covered 252 individuals, all adult males, who were divided into five groups. Group A, a control group, consisted of 36 men, employees of the city of Dayton, who drove cars during the working-day. The gasoline used in these cars contained no lead. Group B, a test group, consisted of 77 men, employees of a public-service corporation of the city, whose duties were similar to those of Group A, but in whose cars ethyl gasoline had been in constant use since July, 1923. Group C, a control group, consisted of 21 men, employed either as garage workers or as gasoline fillers at service stations or on trucks delivering gasoline where the gasoline used or handled did not contain lead. Group D, a test group, consisted of 57 men employed on similar work to that of Group C, except that ethyl gasoline was handled in the garages, stations, and trucks. Group E, a control group, consisted of 61 men employed in two industrial plants in which there was known to be a serious exposure to lead dust.

The industrial history was taken and careful clinical examinations were made of these men. The blood examinations were made by skilled persons and in each case were checked by several workers. The examination of the feces for lead was made by chemists who had been specially trained in the technique of the method. A number taken at random was assigned to each person at the first examination and none of those making the subsequent examinations or the laboratory tests knew whether or not the individual had been exposed to ethyl gasoline or to which group the individual belonged.

The clinical examinations failed to give any decisive indication of lead poisoning among either the chauffeurs or workers in garages in which ethyl gasoline was used as a motor fuel. The only injury noted was a few cases of acute irritation of the eyes due to getting gasoline in them. This occurred with ordinary gasoline and ethyl gasoline but was more severe in one case caused by the ethyl gasoline. The time of exposure of these men to the effects of the gasoline approximated two years. The workers in Group E, on the other hand, who were exposed to a serious lead hazard in an industrial plant showed definite clinical symptoms of lead poisoning although they had been exposed for a shorter period of time than the garage workers.

The laboratory tests showed that in both groups of drivers the excretion of lead was practically identical, showing that the exhaust gas from motors in which ethyl gasoline was used had caused no increased absorption of lead. The results of the examination for stippled cells in the blood showed no noticeable increase in stippling in Group B as compared with Group A.

Both the elimination of lead and stippling of cells was more marked in the two groups of garage workers, the percentages of those showing definite stippling being slightly greater among the workers in the garages in which ethyl gasoline was used. Over 90 per cent of the workers in Group E showed distinct stippling and in most of these cases it was relatively very abundant.

So far as the committee could discover, all the reported cases of fatalities and serious injuries from tetraethyl lead have occurred

either during the manufacture or in the processes of blending and ethylizing. It seemed desirable, therefore, to find out whether any cases of poisoning had developed in this section of the country where ethyl gasoline had been in use as a motor fuel for the longest time. All the workers examined were questioned, as well as local health officers, physicians, public health workers, and labor leaders, and the few clues obtained were investigated, but with negative results.

Some investigation was made also in regard to the dust in the air and in the garages and workrooms, and while this study was not so extensive as desired, owing to the shortness of time allowed, it showed that some lead was present both in the dust and in the air irrespective of whether the gasoline used contained lead. The amount of lead in the sweepings ranged from 0.82 mgs. to 22.31 mgs. per gram of dust. It seems probable, therefore, that in all garages in which automobiles are being handled and repaired the workers are constantly exposed to lead dust and the importance of adequate ventilation in such rooms and of keeping both the floors and benches as free as possible from the accumulation of dust is pointed out.

In view of these results the committee concluded that at present there are no good grounds for prohibiting the use of ethyl gasoline of the composition specified, as a motor fuel, provided that its distribution and use are controlled by proper regulations.

Although the conclusions reached were based on painstaking investigations the committee felt that they are subject to the criticism that the study covered a relatively small number of individuals who had been exposed to the effects of ethyl gasoline for a time comparatively short, considering the possibilities in connection with lead poisoning. It is considered possible that if the use of leaded gasoline becomes general, conditions very different from those studied may arise which would render its use more of a hazard than appears now to be the case. For this reason the committee recommended that the investigation begun by it should not be allowed to lapse. Aside from the question of ethyl gasoline the danger to the workers from the accumulation of lead dust in garages and the production of carbon monoxide gas is stressed by the committee as a further reason for the continuance of these investigations.

#### Report of Columbia University Laboratory

**T**HE report of a study of the health hazard from the use of ethyl gasoline, made at the laboratory of industrial hygiene of Columbia University at the request of the Ethyl Gasoline Corporation, is published in the *Journal of Industrial Hygiene*, February, 1926 (pp. 51-66).

At the time the laboratory at Columbia University was asked to make the study the ethyl gasoline mixture contained 1 part of lead compound to 1,000 parts of gasoline. However, after the accident at Bayway, N. J.,<sup>3</sup> by which a number of men lost their lives, the Ethyl Gasoline Corporation decided to lessen the risks to the general public and to garage workers by delivering only a 1,300 to 1 mixture to the filling stations.

<sup>3</sup> See MONTHLY LABOR REVIEW, May, 1925, pp. 174, 175.

Because of the fact that the United States Bureau of Mines had been studying the possible hazard to the public from the lead in the exhaust gases of engines for some time, it was decided that the Columbia University study should be limited to the consideration of the possible hazards to those coming directly in contact with the material. The possible hazards considered were those to the tank or garage man or to anyone who might get a few drops of the concentrated mixture on his clothes or person; the possible hazard from splashing the ethyl gasoline (1,000 to 1 mixture) on the person, from the use of the gasoline by the mechanic or housewife to clean hands or clothing, or from contact with it while adjusting the automobile carburetor or cleaning out the tank; and the possible danger from inhaling the fumes when ethyl gasoline was spilled either in the garage or other place where evaporation might take place.

The tetraethyl lead used in the Columbia University experiments was furnished by the Ethyl Gasoline Corporation and the gasoline mixture was made up by the investigators.

Various experiments were made on different animals to show the extent of the absorption of lead through the skin, by ingestion, and by inhalation of fumes. These experiments showed without doubt that animals exposed to skin application of ethyl gasoline will store lead and that the rate of excretion does not equal the rate of absorption, while absorption of lead was also proven in the experiments in which the animals were dosed with the lead and those in which they were exposed to the fumes. While it can not be concluded that all the animals that died during the experiments did so because of the lead, it was observed that if for any reason an animal which appeared sick was not exposed for several days there was a marked improvement in its condition. This agrees with medical experience in cases where patients have been exposed to lead. It is possible that this accounts for the fact that so far no cases of lead poisoning have been found at garages or filling stations, since the time between exposures may be long enough to prevent the development of symptoms although an individual may be storing lead in his system. In this case it might take years before there would be a sufficient accumulation to cause symptoms of lead poisoning.

In summing up the results of the study the writer states that while it is difficult to apply animal experiments to human beings owing to the fact that it is not possible to make the conditions of exposure exactly identical, the findings seem to indicate that there is a potential hazard in the use of ethyl gasoline by the public without some educational campaign.

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### Importance of a "Safety Conscience" in Accident Prevention

THE importance of developing a "safety conscience" in the individual was stressed by Mr. John F. Tinsley in an address before a joint meeting of the Industrial Safety School and the Industrial Club of the Providence Safety Council on December 9, 1925.

He noted that there is a point beyond which accident prevention through safety devices alone is impossible; also that the United States falls behind other countries of the world in accident preven-

[667]



tion. Deaths from accidental falls in the United States last year occurred at the rate of 12.8 per 100,000 of population, while in England and Australia the rates were 7 and 6, respectively. Drowning accidents in this country were 50 per cent more frequent than in England, and railroad fatalities (although being reduced here) occurred at the rate of 7.3 per 100,000 of population as against 1.3 in England and 3.6 in Canada. This being so, it would seem that this disparity is due to the fact that we lack "first and foremost a proper appreciation of the terrific loss that is involved in accidents," or in other words that we have failed to develop a proper safety conscience in the individual.

The development of such a safety conscience then becomes the problem before us. This problem is being met by the firm with which Mr. Tinsley is connected through the establishment of a "safety code of ethics" whose fundamental object is the creation in each person connected with the plant of a feeling of individual responsibility for the prevention of accidents. Codes of ethics have been developed for the guidance of (1) employment department, (2) employees, (3) foremen, and (4) superintendents, and the absolute necessity of following these codes is impressed upon them.

The code for the employment department reads as follows:

The following code has been prepared for your guidance in hiring new employees and must be followed in every case.

1. You are to find out: How many times the prospect has lost time due to accidents in the last two years, and his accident record with previous employers.
2. You are to tell the prospect: That we want only safe workmen, as we have found that a man who is not careful of his own hands, head, feet, eyes, etc., is not careful with his work. We demand a high quality of workmanship from our employees, so we can only hire men who have the proper regard for safety.
3. You are not to hire any man who does not appear to have a "safety conscience."
4. You must explain to each man hired any hazardous conditions or dangers which are present on the job he is to do.

It is pointed out that while a truthful answer may not be obtained to the first item, the fact that it is asked gives the employment manager an opportunity to explain the safety-code system.

5. You must visit the new employee within two weeks and again within six weeks, to find out if he is thoroughly familiar with safety rules and the special hazards of his job, and has the proper attitude towards safety.

The loom works must have employees who have a desire to work safely.

The following code is read to each workman:

1. Only those who have a "safety conscience" and try to work in a safe way, obey safety instructions, and keep from getting injured are acceptable as employees of this company.
2. Mechanical safeguards and safety equipment to protect you from injury have been provided. The desire to work safely can not be given to you. You must have or develop that desire yourself and use it to see that you obey the instructions given you by your foreman, and keep from getting hurt.
3. If you do not have this "safety conscience" and continue to get hurt, it will be necessary to remove you from the hazards present in the loom works by discharging you. This will be done to protect you from further injury.
4. Your foreman has been instructed to take disciplinary action in every case where he finds safety instructions being disobeyed by our employees.
5. All employees must be safe workmen and believe in safety.

It has been found that this has resulted in the new employee's going to his job "with a better impression of the value of not getting injured."

The responsibility of each foreman is stressed in the following code:

1. The foreman is the company's best safety man. You are right in the ranks with the men and you are in position to carry out the safety policies of the company.

2. When a man goes to work in your department, you should feel that his wife and family are placing their trust in you as a foreman and that you will send him home safe and uninjured when the day's work is done.

3. This is a sacred trust which every foreman holds, and it involves an unwritten pledge which you are in obligation bound to fill.

In order to meet the above responsibilities, it is necessary:

1. That you understand all the machinery and equipment in your department.

2. That you understand every danger point in your department.

3. That every dangerous condition receives immediate attention as soon as it develops.

4. That every man be warned of the dangers connected with his job.

5. That each man uses proper care in doing his work.

6. That each new man be carefully instructed before he starts to work and every man when he starts a new job, or one with which he has previously been unfamiliar.

7. That every man on your job is familiar with the safety rules in General Instructions No. 16.

8. That the instructing of employees in the hazards and safety rules must be done by you or your assistant and must, in no instance, be left for a clerk to do.

You are directed to take disciplinary action when your employees disobey the safety rules or persist in working in an unsafe manner; you are directed to post the man's name, penalty inflicted, and the reason for this action in a conspicuous place where all workers in your department may see it.

The management is holding you responsible for the safety of the men in your department. If fair investigation shows that you have been lax in seeing that the safety rules are obeyed, and that you have not instructed your men properly about these rules and any special hazards in your department, disciplinary action will be taken by the superintendent to correct this condition.

As the promotions and wage advances of the foremen are based upon their records of lost-time accidents, the practical importance to themselves of conforming to the code becomes very apparent.

The code for superintendents is as follows:

1. The responsibility for making the loom works a safe place to work is placed on the superintendent of the shop and his assistants and upon the superintendent of the foundry.

2. They must be sure that the foremen and their assistants are instructing the men in their departments properly about the importance of working safely and obeying the safety rules.

3. They must be sure that the foremen are taking disciplinary action in all cases where employees disobey instructions and work in an unsafe manner.

4. They must take disciplinary action against any foreman who fails to give the proper attention to safety and to seeing that his employees work in a safe manner.

5. Accidents must be prevented and the foremen must be made to give the safety of their workmen the attention it deserves.

Penalties are provided for nonperformance, for the company felt that if accident prevention was of consequence, "then by the same token, must penalties be imposed for making those guilty of infractions of safety regulations realize that we mean business."

### Industrial Safety

THE January, 1926, issue of the Annals of the American Academy of Political and Social Science is devoted to the subject of industrial safety. The subject is dealt with under seven headings: "The need for safety in industry," "The organized accident prevention movement," "Safety code development and en-

forcement," "Safety in specific industries," "Accident prevention for certain hazards," "Educating the worker in safety," and "The relation of safety, compensation, and rehabilitation."

Under the first heading appears an article by Ethelbert Stewart, United States Commissioner of Labor Statistics, which points out that machinery for the collection of reliable statistics on industrial accidents in the United States does not exist. Such data as could be secured as to the number of fatal and nonfatal accidents in the various States in 1921, 1923, and 1924 are shown in the table below. The figures are unsatisfactory, however, owing to differences in the industries covered by the reports, in the manner of reporting, and in tabulation, in the various States. They are, moreover, an understatement, as the writer points out; the real number of fatalities in 1924 was probably nearer 23,000 than the 10,268 shown in the table and nonfatal injuries probably numbered about 2,500,000.

NUMBER OF FATAL AND NONFATAL ACCIDENTS AS REPORTED BY THE SEVERAL STATES, 1921, 1923, AND 1924

State	1921		1923		1924	
	Fatal	Nonfatal	Fatal	Nonfatal	Fatal	Nonfatal
Alabama	144	4,155				
Arizona	22	509	54	717	40	887
Arkansas						
California	453	61,814	716	192,744	645	101,633
Colorado	151	13,753	168	15,194	140	17,373
Connecticut	96	22,800				
Delaware	18	3,882				
Florida						
Georgia	82	11,696	109	22,319	109	26,770
Idaho	63	4,564	57	3,237	83	3,523
Illinois	498	43,024	675	61,810	646	53,000
Indiana	263	34,133	268	54,582	274	48,730
Iowa	113	14,839	112	13,834	119	13,610
Kansas	71	6,240	72	10,071	84	10,890
Kentucky	120	16,789	108	23,892	97	28,030
Louisiana						
Maine	49	12,778	64	16,311	38	14,168
Maryland	116	36,896	126	40,913	139	38,833
Massachusetts	296	53,017	330	64,560	336	61,640
Michigan					276	27,451
Minnesota	134	34,447	204	40,245	123	36,123
Mississippi						
Missouri						
Montana	83	3,421	81	5,048	87	5,702
Nebraska	30	11,326	30	16,162	35	15,000
Nevada	20	1,247	31	1,113	31	1,206
New Hampshire	10	1,523	13	1,434	19	2,412
New Jersey	282	27,754	290	49,002	283	47,958
New Mexico	16					
New York	1,177	293,292	1,665	345,180	1,927	369,781
North Carolina						
North Dakota	9	1,296	11	1,654	13	1,809
Ohio	649	111,626	803	176,427	933	180,677
Oklahoma	85	22,779		34,908		45,826
Oregon	138	20,318				
Pennsylvania	1,924	138,273	2,412	198,023	2,209	175,330
Rhode Island	24	2,932				
South Carolina						
South Dakota	23	2,701	18	3,455	17	4,518
Tennessee	96	17,093	90	25,008		
Texas	308	94,256	253	86,482	290	92,613
Utah	91	9,932				
Vermont	29	7,724	35	9,356	18	10,507
Virginia	133	5,327				
Washington	287	19,729	398	31,081	385	39,270
West Virginia	429	20,398	501	28,269	729	39,608
Wisconsin	181	18,806	168	23,166	134	25,196
Wyoming	51	2,042				
Total	8,764	1,209,151	9,862	1,406,197	10,268	1,531,104

<sup>1</sup> Subject to change.

<sup>2</sup> March-December.

<sup>3</sup> Compensable.

<sup>4</sup> Estimated.

<sup>5</sup> Ten months.

<sup>6</sup> Coal mines only.

<sup>7</sup> Includes fatalities.



The article which follows, by William Green, president of the American Federation of Labor, stresses the fact that the wage earner has the most at stake in the industrial safety movement, for while to the management industrial safety is merely a problem of efficiency, to the worker it is one involving his own physical and mental well-being. The consequences to him are personal and irreparable. To the employer the problem presents itself in terms of money loss, loss of productive efficiency and temporary stoppages of work, a point of view brought out in an article by Magnus W. Alexander, who states: "The accident as a form of economic waste has been quite clearly established. The Bureau of Labor Statistics estimates that there are annually 2,453,418 industrial accidents in the United States, of which 21,000 are fatal. This vast loss in man power must be replaced and that replacement cost may range from \$10 to \$200 per individual. Moreover, accidents cause a temporary stoppage and readjustment of production with respect to which employers can not afford to be indifferent." For these and other reasons employers are realizing that safety work pays and is worthy of proper recognition in every plant, a conclusion which is also reached in an article by G. A. Orth, manager of the safety and claim department of the American Car & Foundry Co.

The economic motive for safety received its greatest impetus from the workmen's compensation acts, in the opinion of W. H. Cameron, managing director of the National Safety Council. Safety has not, however, become as a result deeply rooted in our industrial structure, for while the total accident bill is large the cost to the individual company is relatively too small to receive a great deal of attention. Lack of leadership in the safety movement is another deterrent to its progress. Education in safety matters and the inculcation of a greater respect for the safety idea are necessary. Education in safety matters in the public schools is advocated by Albert W. Whitney, associate general manager of the National Bureau of Casualty and Surety Underwriters, who gives some interesting instances of how lives and property were saved by the quick thinking of children who had had instruction along safety lines.

Other articles on the organized accident prevention movement are: "History of the safety movement," by Lew R. Palmer, of the Equitable Life Assurance Society; "Organizing a local safety council," by Julien H. Harvey, director of the Kansas City Safety Council; "The part of the casualty insurance company in accident prevention," by David Van Schaack, of the Aetna Life Insurance Co.; and "The need for more definite analysis of accident causes," by Lucian W. Chaney, of the United States Bureau of Labor Statistics.

The section on the development and enforcement of safety codes includes an article on the national safety code program by P. G. Agnew, secretary of the American Engineering Standards Committee, and articles by the labor officials of Pennsylvania, Ohio, Massachusetts, California, and Wisconsin, on the experience of their States in the enforcement of such codes.

Then follow discussions on safety in the steel industry, in coal mining, in mining other than coal, in the cement, building construction, automobile, chemical, paper, textile, and woodworking industries, and on railroads, by a representative of each industry.

The problem of accident prevention for certain hazards is dealt with in papers on the guarding of mechanical power transmission equipment, of point of operation, and against infection, against walkway and eye accidents and industrial poisoning, and against accidents due to improper lighting.

The necessity of enlisting the worker's interest and cooperation in safety work and how this can be done is dealt with in section 6, and the question of rehabilitation of injured workmen in the concluding section. One of the articles on rehabilitation, that on "Getting the injured man back to work," by Harold F. Webb, is written from the point of view of the safety director of a large company. He points out that the costliness of breaking in new men to take the place of men injured while at work makes it necessary to get each injured man back to work "with a minimum loss of time and before production demands replacement." The steady worker and the aging employee need no urging to make them return to work as soon as possible after an injury, but the young employee and the lowest-paid class of unskilled labor offer a problem in this respect, for "these men are not interested in the ambition of the safety engineer to maintain a good record; in fact, many seem to lack the ambition needed to pull themselves out of the rut. When injured, getting this type back to work sometimes consumes the whole bag of tricks owned by the safety engineer." Mr. S. S. Riddle, director of the Pennsylvania Bureau of Rehabilitation, reviews the rehabilitation work done in that State. Up to November 1, 1925, the bureau's services had been offered to 6,041 disabled persons, of whom 4,425 had accepted the offer. Of the 3,325 whose cases had been closed up to the date of the report, 2,264 had been rehabilitated and returned to industry at an average wage of slightly more than \$1,200 a year—a combined annual pay roll of over \$2,700,000.

### Industrial Anthrax

THE American Journal of Public Health, January, 1926, publishes statistics on anthrax morbidity and mortality in the United States (pp. 42-44) compiled by a committee appointed by the American Public Health Association. The study shows that State reports in regard to the number of anthrax cases are, in many instances, very incomplete and very few States are able to give definite information as to source of infection.

More or less complete reports from 34 States show that during the period from 1919 to September 1, 1925, there were 632 anthrax cases with 177 deaths. Of these cases, 147 occurred in the leather industry, 17 in the wool industry, 40 in the hair and brush industry, 68 came from animal contact, 49 from shaving brushes, and for 311 the cause was not stated.

The reports indicate that anthrax is indigenous in a number of areas in the United States and that the time may come when we shall be obliged to consider as suspicious and needing disinfection all hides, skins, hair, and wool from certain districts in the United States as we do now from many foreign countries. Tannery anthrax

appears to fluctuate with changes in industrial conditions but shows no indication of decreasing. At present practically all industrial anthrax is due to handling foreign raw materials.

### Study of Health of Old Workers in an Industrial Plant<sup>1</sup>

A STUDY which shows that elderly workers may still be useful members of the industrial family has been made in an abrasive manufacturing establishment employing about 1,800 workers, of whom 36, or 2 per cent, were 65 years old or over. Since much has been written about superannuated workers while nothing has been published about those who are still working though having reached the usual retirement age, the writers felt that an investigation of the work these men could perform and an analysis of their physical condition would be of interest.

The resulting study, in which the record of each of the 36 employees was reviewed, his medical history noted, and an analysis of a recent physical examination made, showed a rather surprising degree of good health and a lack of signs of degenerative disease. Thirteen of these men were 70 years old or over and the oldest employee, who was 79, was doing full work in the drafting room. The period of service of these men aggregated 559 years, the longest service being 44 years, the shortest 2 years, and the average  $15\frac{1}{2}$  years.

Sixteen former employees of the company are on the pension list because of physical or mental disability, the majority of whom are between the ages of 60 and 70. The ratio, therefore, of the employees of this factory who are able to continue work after 60 to those unable to work is more than two to one.

There seemed to be few departments where suitable work could not be found, as the men in the group studied were at work in 24 departments of the plant. There were 4 men each engaged in the occupations of foremen and machinists; 3 each were employed as elevator operators and on small tool work; 2 each as carpenters, chippers, checkers, guards, small wheel molders and mixers, packers, inspectors, and sweepers, and 1 each as draftsman, ring handler, stone rubber, mason, painter, and on experimental work.

The physical examinations showed about the same amount of impairment of the organs of special sense as is usually found in men over 65 years of age. These defects did not, however, interfere with the work the men were doing. The conditions of the mouths of these workers reflected the general tendency noted in the majority of workmen to neglect the teeth in early life. The hearts of the group were in general in good condition and in only five cases was there some form of slight irregularity in the heart action. The lungs were normal except in eight cases. Although nearly all of these men had work which kept them on their feet all day only one case of definite flat foot was found.

An examination of the records of the factory dispensary, which has been in operation 14 years showed that the average number of visits of these men to the dispensary in that time was  $11\frac{3}{4}$ , while the largest number of visits of any one member of the group was 59,

<sup>1</sup> The Nation's Health, December, 1925, pp. 812-814: "Old workers in industry remain in good health," by W. I. Clark, M. D., and E. B. Simmons, M. D.



each "visit" representing a separate illness or accident with no retreatments included. A review of the diagnosis made at the time of the visits to the dispensary showed that three cases of mild cerebral hemorrhage had occurred, the men all being able to return to work, and one case of arteriosclerosis sufficiently severe to cause symptoms. There were two cases of chronic myocarditis (inflammation of the muscular tissue of the heart), one case of prostatic enlargement, and one case of nonmalignant stricture of the rectum. Other conditions were typical of the average cases of accidents or illness found in any large factory.

The study shows, in the opinion of the writers, that in fairly large factories "work can be found which men of 65 years of age can do without injury to themselves, to others, or to property. Such work is of value to the man and to the company employing him."

### Securing Dependable Workers through Accident and Health Work

IN AN address delivered at a meeting of the railway surgeons held at Dallas, Tex., Dr. J. P. Bowdoin, deputy commissioner of health, Adairsville, Ga., and surgeon for one of the southern railroads, stressed the fact that railroads could be made better, safer, and more profitable through greater effort in making their man power more dependable, reliable, and efficient. Dependability implies loyalty, efficiency, willingness, and constancy, and the ability to perform the duty required. But this in turn is conditioned upon healthy, sound workers. The question of the executive is, therefore, how to obtain and hold this class of workers.

One way of doing this is by making the employment safe and healthful. Doctor Bowdoin quoted figures of the United States Bureau of Labor Statistics to show that there is a great loss in efficiency and productivity through illness and accidents to employees, and that probably 80 per cent of the accidents are preventable. In the steel industry where systematic accident-prevention work has been carried on, the accident rate per 1,000 full-time workers was reduced from 242.4 in 1907 to 99.6 in 1923, and the fatality rate from 2.1 to 0.6, while the time loss was reduced from 21.6 to 8.1 days per worker per year. The Bureau of Labor Statistics' figures show that—

There is an average of 12 days per man per year lost on account of illness. We do not know what part of this loss may be due to want of proper ventilation, hygiene, and sanitation of plants in which they work, but we do know that this element could be eliminated. We must also consider that men and women dependent upon their wages often remain on the job from necessity, and I am, therefore, inclined to believe that sick days would be higher than 12 if the truth were known. This class as a class does not take vacations or go to hospitals for rest.

A study of an article by Dr. L. I. Dublin, published in the MONTHLY LABOR REVIEW for January, 1925, brings out the fact that industrial workers as a whole die at least eight years earlier than those engaged in professional, commercial, and agricultural pursuits. This should not all be charged to their vocation, for we must take into consideration their economic status and general level of intelligence. A large percentage of it is, however, chargeable to industry.

Periodic physical examinations of employees are suggested by Doctor Bowdoin as a way of reducing accidents and illness.

No railroad would think of sending out a train without thorough inspection; the rolling stock must be dependable. Each train is inspected when it reaches

the terminus and when it leaves. The wheels of our coaches are hardly still at a station before a car knocker is at work looking them over. Men are required to walk the entire mileage of our railroads daily, inspecting the track, tightening a nut here and driving a spike there; it must be dependable. Inspection—examination—who thinks of examining these men and those higher up? There should be a complete physical examination of everyone employed in industry, especially covering hereditary tendencies toward crime and the individual's sense of responsibility to and for others. There should be a simple test for alertness, with a definite, quick, positive response to impressions made.

The education of the employees on sanitation of their homes, sewage disposal, screening, sleeping porches, etc., and the advisability of using every remedy and device to prevent illness should be extended to the families of the laborers. To this end meetings on health should be held, where lectures are given and slides and movies shown. Set days at different points should be arranged. Recently two roads in Georgia have held such meetings, running special trains and bringing the people to see the pictures and hear the lectures. One notable occasion brought 1,500 men and their sons on a Sunday afternoon. A car could be fitted up at little cost and go from one center to another. Meetings on keeping fit and how to prevent accidents could be held in shops and working centers. Speakers who are familiar with their subjects could be arranged for; quite often the surgeon could be enlisted at his local stop and would give a talk on hygiene. Help could always be obtained from the State board of health and quite often the United States Public Health Service would cooperate.

The labor unions and brotherhoods should be interested, and their cooperation would be invaluable. Literature on health could be distributed; this is now done by many roads and they find that it pays. Several roads in Georgia have done valuable work along this line. Posters can be put up, leaflets prepared and put in pay envelopes. The proper education of the employee is perhaps the keynote to the reduction of loss of time from illness and accident.

### Industrial Poisons and Diseases in British Factories

THE annual report of the chief inspector of factories and workshops in Great Britain for the year 1924 contains the report of Sir Thomas Legge, senior medical inspector of factories, showing the causes and extent of industrial diseases and poisoning among British factory workers.

The following table shows the number of cases of disease resulting from the use of some of the more important industrial poisons from 1906 to 1924:

NUMBER OF CASES OF POISONING AND OF CERTAIN INDUSTRIAL DISEASES REPORTED IN GREAT BRITAIN, 1906 TO 1924

Disease	Average, 1906 to 1908	Average, 1909 to 1911	Average, 1912 to 1914	Average, 1915 to 1917	Average, 1918 to 1920	1921	1922	1923	1924
Lead poisoning:									
Cases	619	576	522	349	198	230	247	337	486
Deaths	30	35	33	21	20	26	26	25	32
Phosphorus poisoning:									
Cases	1	1		3	1				
Deaths									
Arsenic poisoning:									
Cases	12	7	4	11	3	1			6
Deaths	1			2					1
Mercury poisoning:									
Cases	7	10	14	14	7		6	4	5
Deaths							1		
Toxic jaundice:									
Cases				132	14	1	3	7	3
Deaths				34	5	1		2	
Epitheliomatous ulceration:									
Cases					45	32	32	58	123
Deaths					1	2	3	4	24
Chromic ulceration: Cases					126	29	42	58	45
Anthrax:									
Cases	57	57	57	83	59	25	45	46	43
Deaths	13	11	7	12	9	6	5	5	4

The ship breaking industry, which is carried on in about 70 yards, furnished more cases of lead poisoning during 1924 than any other one industry, there being 131 cases of poisoning and 1 death. As yet little progress has been made in reducing this form of poisoning either by exhausting the fume or carrying it away from the workers, and no respirator has been devised which will at the same time hold back the fume and allow the wearer to breathe, as it would require a layer of cotton wool at least six inches thick to afford protection. An investigation was made of the physical character and density of the fume by taking air samples at the breathing level of the workers. This showed that the fumes were in the form of minute separate particles, that fumes of considerable density may not be visible even in bright sunlight, and that the fume at breathing level was more dense in places sheltered from the wind even though not in confined spaces. An ordinary respirator which was used in some of the yards was found to furnish practically no protection, and until a respirator is devised which can give protection, the only means for avoiding inhalation of the fumes was said to be working to windward of the fumes or wearing breathing apparatus to provide air from a pure source.

The manufacture of electric accumulators has increased, in spite of the prevalent trade depression, owing to their increasing use for motor cars and radio sets, and has been followed by a corresponding increase in the number of cases of lead poisoning in this industry. Although considerably more than half of the cases showed only slight symptoms of poisoning, this was considered to be due to the short time these workers had been exposed. Regulations providing for adequate exhaust ventilation have been put in force in establishments throughout the industry.

A study of the importance of punctate basophilia in the blood of lead workers has been made and preliminary observations have been published. This study shows that blood examination is of great importance in diagnosis, as the presence of punctate basophilia will often bring to light cases of lead absorption where the signs usually relied upon are lacking. An estimation of the number of punctate red cells is an index of the amount of absorption taking place. Such a blood film examination is of great value as a warning or danger signal but it can not be relied upon as a decisive test in distinguishing between lead absorption and lead poisoning.

The six cases of arsenical poisoning, with one death, occurred in the manufacture of sheep dip. One case of epitheliomatous ulceration on the face was due to contact with arsenical dust, while the fatal case was that of a man engaged in grinding and packing the material. Of 11 blowers, grinders, and packers of the material (containing sodium arsenite) the septum was affected in 5, in one case there being perforation of the septum.

The three cases of poisoning by arseniuretted hydrogen were similar to the cases reported the previous year, being due to the contact of arseniferous material with water, which caused the generation of gas. This happened in a metal-refining works where metal refuse containing principally tin, antimony, and copper, with 7.6 per cent of aluminum, but only 0.05 per cent of arsenic, had been reduced in a reverberatory furnace. In removing some of the



material from the furnace, which had caked, warm water was thrown on it to quench it and the gas was evolved. It was not understood what had happened until arseniuretted hydrogen gas was produced experimentally in the laboratory by the mere addition of warm water to the cake. Cold water did not produce the gas.

A decided increase had taken place in the number of cases of epitheliomatous ulceration reported, there being 123 cases and 24 deaths reported in 1924, as compared with 58 cases and 4 deaths in 1923. The recognition of the fact that mule spinners in the cotton industry are subject to scrotal epithelioma from lubricating oil has resulted in more complete reporting of these cases. Voluntary periodic medical examinations among workers in a number of large tar distilleries has revealed the extent of the prevalence of skin lesions among tar workers.

An increase in the number of outbreaks of dermatitis has also been noted. In 1924, 306 cases were reported, the substances causing the greater number of the cases being dyes, alkalies, oil, sugar, flour, turpentine, nickel salts, acids, T. N. T., naphtha, ammonia and ammonium salts, shellac, pumice powder, wood dust, and chrome ore. In connection with industrial dermatitis it should be remembered that the absolutely uninjured skin is capable of considerable resistance to irritant substances, but as soon as the continuity of the skin is destroyed by injury, soaking, or inflammation, dermatitis is liable to occur. While it is difficult to determine the extent to which small skin injuries contribute to dermatitis due to irritants, in many cases a history of some slight injury can be obtained, and it is probable that some slight break in the skin furnishes the starting point for most of the cases of dermatitis. Careful daily inspection of the workers' hands and adequate washing facilities are therefore recommended as a means of reducing the incidence of dermatitis.

The following table shows the deaths and the cases of poisoning from gases and fumes for the years 1917 to 1924:

NUMBER OF CASES OF INDUSTRIAL POISONING AND OF DEATHS FROM GASES AND FUMES, 1917 TO 1924

Gas or fume	1917	1918	1919	1920	1921	1922	1923	1924
Carbon monoxide:								
Cases.....	99	54	85	56	77	111	134	107
Deaths.....	18	13	12	9	14	14	7	10
Carbon dioxide:								
Cases.....	1	5	3		5	1	10	5
Deaths.....		5	1		4		2	2
Sulphuretted hydrogen:								
Cases.....	11	7	3	13	3	12	8	11
Deaths.....	4	1		4		3		4
Sulphur dioxide: Cases.....	2	1	7	2	5	7	10	10
Chlorine: Cases.....	3	4	9	8	3	11	16	20
Nitrous fumes:								
Cases.....	62	27	5	9		8	7	10
Deaths.....	5	7	2	3				1
Ammonia:								
Cases.....	4	6	8		9	8	5	1
Deaths.....	1	1			1	1	1	
Benzol, naphtha, anilin:								
Cases.....	4	7	9	12	10	25	55	26
Deaths.....	2	4	3	1		1	3	
Arseniuretted hydrogen:								
Cases.....	12	2	3	5	1	1	4	3
Deaths.....	3			3	1		2	
Miscellaneous (ether, acetone, nickel carbonyl, carbon bisulphide):								
Cases.....	4	1	3	9	3	10	35	28
Deaths.....						1	2	4

The number of cases of poisoning from carbon monoxide in 1924—107 cases and 10 deaths—was somewhat smaller than in 1923. Twenty-four cases and 1 death were due to blast-furnace gas; 25 cases and 4 deaths to producer gas; 36 cases and 2 deaths to coal gas; and 22 cases and 3 deaths to various causes such as the fumes from coke rivet fires in confined spaces on board ship or inside tanks, the exhaust gas from an automobile being repaired in a garage, and the fumes given off from ash heaps. Two fatal cases of cancer of the bladder occurred among chemical workers, one man having been employed for 33 years in beta-naphthol, naphthalmine toluol or xylol and the other man for 36 years in anthracene purification and on the nitration of alizarine.

Studies were also made during the year of dusts and methods of control in china biscuit placing in potteries, in brick works, artificial cone manufacture, quartz grinding, glass edging by sandblast, abrasive wheels, and unloading cargoes of grain.

## WORKMEN'S COMPENSATION AND SOCIAL INSURANCE

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### Arizona Compensation Statute held Constitutional

**A** NEW chapter has been written in the history of compensation legislation in Arizona. Various phases of the subject have been noted recently in the MONTHLY LABOR REVIEW (October, 1925, issue, p. 107; November, 1925, issue, p. 193), so that the details need not be repeated at this time. As stated in the November issue, the operation of the act was delayed by the bringing of action to prevent the appointment of the administrative commission. The injunction granted was acted upon adversely by the superior court, and subsequently by the supreme court of the State, according to press reports. No fuller report than this mere statement of fact is at present available, but the action of the court in sustaining the validity of the law assures its immediate application to the industrial accident cases of the State.

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### Report of Massachusetts Commission on Old-Age Pensions

**I**N 1923 the Massachusetts Legislature established a commission to investigate and report upon the question of State pensions for old age, its report and recommendations to be presented in 1925. The commission found itself unable to reach a unanimous conclusion, and its report, which has recently been published, carries majority and minority recommendations.

The extent of the need for assistance in old age was one of the most important matters before the commission, and to get light on this point a field study was undertaken covering what it was felt might be regarded as a fair sample of the population. This showed, in the judgment of the majority of the commission, that the need for such help was unexpectedly great.

The commission's field agents have personally interviewed about 9 per cent of the total population in Massachusetts over 65 years of age. Out of the total population over that age, approximately 225,000, the agents have personally talked with 19,103 persons or members of their families, and in addition have received reliable information as to the financial condition of 12,300 other persons who are in receipt of some form of public or private organized charity. The commission has also secured information concerning public pensioners of all ages, who numbered 4,116 on August 31, 1924.

Of the total number over 65 years of age who have been interviewed throughout the State, we find that 1,114, or 6.4 per cent, have incomes under \$100 per year, while 2,912 besides, or 16.8 per cent of the total aged population, have no incomes at all. Of those interviewed over the age of 70, about 8 per cent have incomes under \$100, and nearly 21 per cent have no incomes at all. Of those interviewed over 75 years of age, 9.4 per cent have incomes under \$100, and 25 per cent have no incomes at all. If the larger cities of the State alone were to be taken, the percentages of extreme poverty indicated by this research would



be considerably higher. In Boston, for instance, the percentage of aged persons without any property or income whatever in the age group over 65 is about 25 per cent of that group in that city, and for those 70 years of age and over, about 29 per cent. \* \* \* It is also to be said that the figures given do not include persons in receipt of public or private organized charity, the inclusion of whom would considerably increase these percentages.

As a means of relieving the need thus shown, the commission recommends a pension for persons aged 70 or over who have certain qualifications and whose property does not exceed \$3,000 or whose annual income does not exceed \$365 a year. The maximum amount suggested is \$1 a day, and in calculating the pension for any given case, any income already possessed is to be subtracted from this, except that "income derived from personal earnings of the beneficiary shall not be deducted in so far as it does not exceed \$150 per annum." The pension contemplated is to be noncontributory. In justification of this, it is pointed out that a contributory plan could not become effective for a considerable time, but the need is immediate, and that the difficulties of establishing a contributory system are practically insuperable.

The problem of collecting annual contributions from the general population of the State would be wholly impracticable in view of the numerous changes of employment and occupation on the part of many of our population and the frequent periods of business depression, as well as the enormous machinery which would be needed for the collection, recording, and proper tabulation of the contributions from so large a body of people as live in Massachusetts. So many of the people do not derive their earnings in any case from fixed employment in factories or shops—and this is especially true of the women, particularly in domestic service—that the levy of a fixed amount as a deduction from earnings, for the sake of making provision for ultimate old age, would be complex and baffling to a degree which in our opinion would make the whole scheme impossible.

The cost of the proposed system is carefully considered. The total population aged 70 and over in the State is estimated at 133,000. From this figure must be deducted those not in need and those having children able to support them, and a further allowance must be made for the partial support children may be able to give when they are not capable of fully maintaining their parents. It is calculated that these deductions would leave approximately 18,000 qualified applicants, and that to pension them in the manner proposed would cost between five and six million dollars annually. Allowing for the reduction in certain forms of public indoor and outdoor relief, it is estimated that the net cost of the system would be in the neighborhood of \$5,500,000 per annum. To meet this, the commission recommends a poll tax of \$2 a year, in addition to the existing poll tax, to be paid by women and men alike, and the addition of one-half of 1 per cent to the State income tax.

#### Minority Report and Recommendations

TWO of the five commissioners dissent from the above recommendations on the ground that while there is evident need of better provision for the aged poor than now exists, a noncontributory pension system is not a desirable method of meeting that need. The proposed relief, they point out, is not in any real sense of the word a pension, since it has no relation to past service; it is merely poor

relief under a different title. Moreover, the system suggested has some serious defects, among which they list its inelasticity, since it provides approximately the same treatment for all, regardless of their varying needs; its frequent inadequacy, since not all of the needs of the aged poor, and in many cases not even their most urgent needs are such as can be provided for adequately by a flat and uniform system of money allowances; its administrative difficulties; its effect on earnings and thrift; its expense; and the serious difficulties presented by the means qualification. This last is felt to constitute one of the strongest objections to the proposed plan.

The means qualification not only creates administrative difficulties, it also reacts disadvantageously upon earnings, upon savings, and upon the morale of the pensioners, and is fairly certain to lead to a steady increase in the average size of pensions, as the pensioners learn to rely less upon themselves and more upon the State.

Attention is called to the fact that in its consolidated insurance act, adopted in 1925, Great Britain has definitely departed from the non-contributory principle in old-age pensions, and that in both Australia and New Zealand responsible officials have recommended the substitution of a contributory for the present noncontributory system of pensions.

The minority agree with the majority in thinking that the present system of caring for the aged poor is unsatisfactory, but feel that the proposed pension plan is an unsatisfactory way of meeting the situation. Instead, they propose the passage of an act giving the State department of public welfare power to supervise the measures taken by local bodies for the care of aged citizens "to the end that they may receive suitable and dignified care in their old age and that uniformity of treatment of aged citizens according to their needs and circumstances may prevail throughout the State." Under this plan, anyone dissatisfied with the care given by a local body to an aged citizen may appeal to the department of public welfare, "which shall visit the aged citizen, investigate the case, and make such finding as in its judgment seems necessary by the facts disclosed, which finding shall be furnished to the board and be binding upon it." In other words, this plan would retain the advantages arising from the treatment of a case of need in the locality where it occurs and by the persons most familiar with the need, and at the same time would give the State a power of review to make sure that the beneficiary did not suffer through too keen a desire for economy on the part of the local officers or through some other disadvantage which might arise from purely local treatment. In return for this right of supervision, the State would reimburse the local authorities to the extent of one-third of the expense they incur in thus aiding aged citizens.

The report contains a large amount of statistical material gathered by the commission's agents in their field study, and also appendixes dealing with business pensions in Massachusetts, pensions for clergymen, old-age pensions in other States and in foreign countries, pension plans of labor and fraternal organizations, and life insurance and old-age protection.

## Recent Compensation Reports

## Pennsylvania

THE annual report of the bureau of workmen's compensation of the Pennsylvania Department of Labor and Industry, covering the year 1925, presents also a summary of 10 years' operation of the compensation act. All industrial accidents causing a time loss of two days or more are reported to the bureau. During the year 1925, 176,392 such accidents were reported, of which 2,022 were fatal and 174,370 nonfatal. The following brief table shows their distribution by groups:

INDUSTRIAL ACCIDENTS REPORTED IN PENNSYLVANIA, 1925

Group	Fatal	Nonfatal	Total
Industrial.....	831	106,494	107,325
Mines.....	792	44,580	45,372
Public utilities.....	319	19,983	20,302
State and municipal.....	80	3,313	3,393
Total.....	2,022	174,370	176,392

The foregoing figures compare with a total of 177,539 accidents reported in 1924, of which 2,209 were fatal and 175,330 nonfatal. For the 10-year period the impressive total of 1,836,681 accidents is reported, 24,699 being fatal and 1,811,982 nonfatal. This involved the expenditure of \$108,690,486, of which \$54,374,855 represents expenditures for fatal cases, \$21,270,470 for permanent disability cases, and \$33,045,161 for cases of temporary disability.

Compensation payments were authorized during the year 1925 in 80,261 cases, calling for outlay, on account of death, of \$5,397,192; in permanent disability cases, of \$2,886,168; and for temporary disability, of \$4,464,906. It should be kept in mind that permanent disability includes both total and partial incapacity. In 368 cases there was no dependency, the employers' obligation being simply for the payment of funeral expenses of \$100 in each case.

The average amount of compensation paid per case in permanent disability cases (total and partial) for the year 1925 was \$856. This compares with \$925 for the year 1924, the maximum average being found in the year 1922, when \$1,898 was given as the average cost per case; the year 1921 following closely with an average cost of \$1,848. No explanation is given or is apparent for this wide variation. The average for the 10-year period was \$1,257.05.

Separate presentations are made in the report for specific injuries, as for loss of eyes, in which the average compensation allowance for 10 years was \$1,408, that for the year 1925 being \$1,522. There is little fluctuation, relatively speaking, in this class of injuries but rather a steady increase from an average of \$980 in 1916 to a maximum of \$1,598 in 1923. This may be partly accounted for by the fact that in 1919 the percentage of wages paid as compensation was increased from 50 to 60. There were also 21 cases of loss of both eyes in 1923 as compared with 9 in 1916 and 10 in 1925.

The increase in the percentage basis applies to all items of the schedule of permanent partial disabilities. This would in large



measure account for the increase of average payment for loss of hands from \$1,320 in 1916 to \$1,839 in 1920. The average for the 10-year period is \$1,819. The fluctuations shown are within narrow limits, the highest average amount being paid in 1925 (\$2,088) and the increase having been steady since 1920 with the exception of a slight falling off from \$2,001 in 1922 to \$1,986 in 1923. Both hands were lost in five cases in 1922 and in four cases in each of the three succeeding years.

Similar details are given for other losses of members, the average for arms being \$2,189, for feet \$1,662, for legs \$2,200, and for miscellaneous permanent disability cases (including broken backs and other injuries not specifically mentioned), \$2,958. In this latter group the range from an average of \$1,931 for 138 cases in 1925 to an average of \$4,253 in 43 cases in 1921 indicates, as do the figures already given in more specific classes of cases, the importance of a wide basis of experience for determining actual averages of a reliable nature.

Cases of temporary total disability averaged in cost for the 10-year period \$50, ranging from \$29 in 1917 to \$59 in the year last named and in 1922. The average awarded in cases of death for the 10-year period was \$3,395.10, the average for 1925 being \$3,364.91, the range being from \$3,113.07 in 1917 to \$3,564.05 in 1920.

Petitions for commutation or lump-sum payments were filed in 925 cases during the year. Of these, 343 were for fatal cases and 582 for cases of disability. The petition was granted in 206 of the former and 419 of the latter, the total amount so allowed being \$549,005.41. In 53 per cent of the cases, the total benefit due was awarded as a lump sum, while in 19 per cent partial payments in excess of \$500 were made, and in 28 per cent in smaller sums. In 32 per cent of the disability cases and 55 per cent of the fatal cases the money was desired for the purpose of paying off mortgages and buying property; and in 25 per cent of disability cases and 8 per cent of the fatal cases, for the purpose of leaving the country. Only 1 per cent of the payments in fatal cases was on account of the remarriage of widows. Other pleas for lump-sum payment granted related to the payment of debts, starting into business, living expenses, and the buying of artificial appliances.

The bureau is charged with the administration of a legislative fund for the payment of benefits in the case of injuries to employees of the State. There were 596 such accidents reported during the year 1925, of which 15 were fatal. Expenditures during the year on account of these cases and of those coming over from the previous experience was \$11,513.22 for medical, surgical, hospital, and burial expenses; \$17,206.32 for death benefits; \$14,180.94 for loss of members; and \$22,740.25 in temporary disability cases.

#### United States

THE ninth annual report of the United States' Employees Compensation Commission covers the fiscal year July 1, 1924, to June 30, 1925, though accident data are given in detail for the calendar year 1924. Summaries are possible covering the operations of 8½ years, the act having come into effect on September 7, 1916. The number of injuries reported for the calendar year 1924 was

20,538, which is an increase of 14.15 per cent over the preceding year, and is the highest number reported since 1919. Better knowledge of the act and better reporting of injuries are partial reasons offered for the increase in the number of injuries reported, but "this does not adequately explain the matter in view of the large reductions in the number of employees of the Government which have taken place since the war period." Similar increases shown in State commission reports are likewise without explanation, but the lack of safety provisions and safety regulations in Government establishments is doubtless a factor to be considered. "The human and the money costs of accidents are not brought home to the Government official as matters for which he is held responsible. Often buildings erected by the Government lack many of the obvious safety standards fixed by experience and required by law in buildings of private ownership."

Of the total number of accidents reported during the year, the largest number was in the Post Office Department, where there were 7,437 accidents reported for the calendar year. Of these, 3,752 occurred in the outdoor city mail service; 1,386 were in the indoor city mail service; 1,079 among mechanics, laborers, etc., and 1,013 in the railway mail service. The War Department came next with 5,397 injuries, of which 3,353 were in the engineering department and 810 in the quartermaster service. In the Navy there were 1,910 injuries, of which 1,350 were in the navy yards. The Department of the Interior reported 1,695 injuries, of which 1,326 were in the Reclamation Service. In the Treasury there were 1,029 injuries reported, of which 263 were in the customs service and 220 in the Bureau of Engraving and Printing. The Department of Agriculture reported 1,312 cases, of which 782 were in the Forest Service.

Final action was taken during the year in 11,283 cases, of which 220 were deaths, 99 permanent total disabilities, and 266 permanent partial disabilities. Of these last, 140 were dismemberments and 126 were cases of loss of use of members. Details of these injuries are given in tables showing the number of injuries by departments and important bureaus or establishments.

Distribution is made, on a basis of the duration of disability and amount of awards, of 10,698 tabulatable accidents causing temporary disability, including noncompensated as well as compensated cases. The average duration for all was 23 days, while for 5,212 such cases receiving compensation the average duration was 39 days, the average award being \$67.75. Inasmuch as an injured employee of the United States usually has available a certain amount of sick leave at full pay, it is a very common practice to exhaust such leave before accepting compensation at the two-thirds rate. Of the total time lost by reason of injuries in 1924, 21.4 per cent was covered by such leave, as compared with 17.95 per cent in 1923. This covers noncompensated cases as well as those receiving compensation. Of those who received compensation in 1924, only 7.98 per cent of the time lost was covered by leave. The table below shows the number of accidents, their duration, and the average awards made therefor in certain of the Government departments:

## NUMBER OF ACCIDENTS, DURATION, AND AWARD THEREFOR, IN CERTAIN BRANCHES OF GOVERNMENT SERVICE, 1924.

Branch of service	Total number of tabulat-able cases	Compensated cases		
		Number	Duration (days)	Average award
Department of Agriculture.....	643	363	29	\$51.95
Forest Service.....	432	314	26	46.88
Public roads and rural engineering.....	39	18	72	141.89
Department of Commerce.....	120	35	50	87.15
Lighthouse Bureau.....	88	29	54	95.56
Navy yards.....	1,093	744	37	68.72
Post Office Department.....	3,946	1,463	39	63.81
Treasury Department.....	523	108	84	146.56
War Department.....	2,660	1,586	39	69.41

The commission is unable to explain satisfactorily the fact that no claim was filed in 356 noncompensated cases having an average of almost 11 days' time loss, or if the amount of leave used be deducted of over 9 days. Every effort is made to acquaint the workers, both before and after injury, of their rights under the law, as well as to call the attention of the official superior if several cases of the same kind have been reported through him.

The third table shows the number of permanent partial disabilities, the duration, and awards for each department and important bureau or establishment. A later table (No. 6) shows similar disabilities by nature of injury and member affected, for the entire period of the operation of the act. As the statute administered contains no schedule such as is found in practically every State law, awards for loss of member or loss of use vary widely. It is also practically impossible to say to what extent the cases reported can be regarded as closed, since, under the statute, an injured man who has returned to work without loss of wages, and is consequently entitled to no compensation, may subsequently be found to be so handicapped by reason of his injury that he suffers wage loss, and is therefore entitled to compensation benefits. The total number of dismemberments presented is 2,129; average awards for certain of these were as follows:

	Number of cases	Average award
Loss of eye.....	138	\$1,015.98
Loss of right arm.....	5	3,017.38
Loss of left arm.....	8	3,016.47
Loss of right forearm.....	5	1,011.76
Loss of left forearm.....	4	1,084.14
Loss of right hand.....	19	1,550.01
Loss of left hand.....	10	1,628.38
Loss of metacarpal bone (leading to infection).....	1	3,336.96
Loss of thigh.....	15	2,729.15
Loss of leg.....	39	1,898.04

The discussion of permanent total disabilities illustrates clearly the process of developing a ratio, the number of such cases per 100,000 injuries shifting widely from year to year. The fourth annual report showed a rate of 198, the fifth of 123, the sixth of 216, the seventh of 242, the eighth of 244, while the present report shows a total experience for the 8½ years of 306 per 100,000. Some of these cases were obviously cases of permanent total disability from their incep-



tion, and took their place accordingly; but in a majority of cases the determination could not be arrived at until efforts to enable the workman to return to work were exhausted, so that in these cases there was a shifting from the temporary to the permanent group. This results in the present ratio of approximately 12.6 cases of total disability to every 100 deaths, as compared with a ratio of 28.5 in Austria, 14.7 in Germany, 12.8 in Russia, 8.4 in France, and 7.5 in Italy. For reported periods in the State of Washington, the ratio was 5.6, and for a slightly shorter term in Pennsylvania 11.0.

The amount of compensation payable under the statute is two-thirds of the wages or salary, but not more than \$66.67 per month. There is also a minimum of \$33.33 per month, except in case of persons receiving lower wages, when the benefit is the actual monthly pay. Of 5,212 cases on which compensation was paid during the year, 3,516 had a monthly rate of pay of \$100 and over. The amount of compensation paid this group was \$260,481.85, while the wage loss was \$583,408.28; thus these employees received only 44.65 per cent of their wages instead of 66.67 per cent. In 1,567 cases, wages ranged from \$50 to \$100, the total loss being \$149,530.36, and the amount of compensation paid \$88,901.98, or 59.45 per cent of the wage loss.

The report shows the distribution of injuries according to nature and results, as fatal, permanent total, permanent partial (dismemberments and others), and temporary, with a distribution per 100,000. The results vary considerably from year to year, showing the necessity for a wider numerical basis before stability is arrived at. The results also differ quite considerably from the Casualty Actuarial Society's table based on Schedule Z experience of insurance companies for policy years 1916 and 1917. The desirability of reliable figures in this field warrants a continued development of the scale, but the lack of finality is apparent. The same is true with regard to ratio of dependents to deaths and the remarriage rate of widows, both of which subjects receive careful discussion on the basis of accumulated data.

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### Social Insurance in Germany, 1924-25<sup>1</sup>

THE German social-insurance system insures manual workers against sickness, accident, disability, and invalidity, and grants maternity and death benefits. Although the enormous depreciation of German currency had disastrous effects upon social insurance, the reserves and the operating capital being swallowed up, conditions improved with the stabilization of the currency, revenue began to flow in and the insurance carriers were again enabled to pay benefits.

At present an animated controversy is being carried on as to the limits of social insurance. Employers contend that the benefits are too liberal, that operation is too expensive, and that it imposes too heavy a burden upon the country. Mine owners complain especially about the cost of the old-age and invalidity insurance of miners. The workers, on the other hand, point to the high cost of

<sup>1</sup> Germany. Reichsarbeitsministerium. Reichsarbeitsblatt, Berlin, Dec. 16, 1925, pp. 546-552

living, the low purchasing power of the mark, the loss of their former savings and the impossibility of saving under present wage and living conditions, and demand not only the continuance of social insurance but its further extension.

During July and August, 1925, the German Chancellor and the Federal Minister of Labor had several conferences with representatives of employers' and workers' organizations in which the wishes of employers and insured persons in the matter of social insurance were thoroughly discussed. These conferences led to the preparation by the Ministry of Labor of a memorial on the development of social insurance in Germany and of its financial results in 1924 and 1925. The memorial covers all branches of social insurance with the exception of unemployment relief. The contents of this memorial are summarized below.

### Sickness Insurance

**S**ALARIED employees whose annual earnings do not exceed 2,700 marks<sup>2</sup> and all manual workers are insured against sickness. The average number so insured was 14,400,000 in 1913, 20,000,000 in 1922 and 1923, and about 19,000,000 in 1924.

Experience has shown that in industry one of every two workers and in agriculture one of every three is taken sick once a year, and that the average duration is 20 days per case.

In 1922, cases of sickness involving disability for work numbered some 10,000,000, and the compensated days of sickness 200,000,000. In 1923 the former decreased by about one-third and the latter even more, as a result of the depreciation of the currency. In that year the pecuniary sick benefit had become nearly worthless, so that even in cases of serious sickness the workers were forced by necessity to return to work at the earliest possible date. With the stabilization of the mark the pecuniary sick benefit regained real value, and this obstacle against the taking of sick leave even when such leave was really needed, which worked general injury to the national health, was removed. Experience has shown, also, that extensive unemployment leads to an increase in the number of claims for sick benefits because, the sick benefits being greater than the unemployment benefit, the workers take advantage of the opportunity to rest and to restore their health and working capacity.

Statistics of the operation of sickness insurance during 1924 are now being compiled by the Federal statistical office on the basis of returns from 8,300 sick funds, or about nine-tenths of the existing funds. The following table shows the average membership of these funds, and the total contributions and the contributions per member received by them for the years 1914-1919, and 1924, the figures for 1924 being based on estimates.

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<sup>2</sup> Gold mark—23.8 cents.

## AVERAGE MEMBERSHIP AND AMOUNT OF ANNUAL TOTAL AND PER CAPITA CONTRIBUTIONS OF GERMAN SICK FUNDS, 1914 TO 1919 AND 1924

[Gold mark=23.8 cents]

Class of funds and year	Average membership	Contributions	
		Total	Per member
		<i>Marks</i>	<i>Marks</i>
1914, all funds.....	15,609,586	523,884,104	33.56
1915, all funds.....	13,840,848	477,338,383	34.49
1916, all funds.....	13,500,102	483,662,085	35.83
1917, all funds.....	14,176,257	577,642,085	40.75
1918, all funds.....	14,432,040	795,883,892	55.15
1919, all funds.....	15,840,850	1,346,078,983	84.98
1924, all funds.....	17,471,000	979,678,000	56.07
Local funds.....	11,724,000	649,745,000	55.42
State funds.....	2,025,000	52,406,000	25.91
Establishment funds.....	3,355,000	253,641,000	75.59
Guild funds.....	367,000	23,826,000	64.90

A more recent statement gives the total amount of contributions received in 1924 as 961,000,000 marks. The National Miners' Fund (*Reichsknappschaftsverein*), which is not included in the above table, reports in round figures receipts of 87,000,000 marks and disbursements of 71,500,000 marks for 1924.

The higher average annual contribution per member in establishment sick funds than in the general local sick funds, in spite of the fact that in the former the employer bears the cost of administration, is ascribed to the higher morbidity risk among industrial workers, and especially to shutdowns and short-time work. While in pre-war times about 3 per cent of the insured persons were disabled owing to sickness, and therefore drew pecuniary sick benefit, the average morbidity rate in 1924 varied between 4 and 5 per cent, and in individual funds, especially the establishment funds, it was even higher, one instance being known in which the morbidity rate reached 17 per cent.

In the summer of 1924 the Ministry of Labor had estimated the cost of sickness insurance at 750,000,000 marks, based on returns for the first months of the year. Since then wages and prices have risen and with them also the disbursements of sick funds. The funds required for the operation of sickness insurance are raised by contributions varying according to the needs at a given time and fixed by the sick funds themselves. The supervision of the sick funds is carried out by the insurance authorities of the individual States.

The legislation on sickness insurance has undergone no modification in recent years. Whether and in how far the financial results for 1924 may make modifications necessary will be determined when full details as to expenditures and the use made by the funds of their resources will be available.

Maternity benefits were increased by the law of July 31, 1924. The share of the costs of maternity benefits borne by the Federal Government amounted to approximately 10,000,000 marks in 1923-24 and will amount to about 20,000,000 marks in 1925. A bill now pending proposes to discontinue the contributions of the Federal Government to maternity insurance.



## Invalidity Insurance

FROM 16,000,000 to 17,000,000 workers are insured against invalidity. The benefits are in the form of pensions to the insured persons or proportional pensions to their widows and orphans. The number of pensions current during the fiscal year 1924-25 as compared with 1913 was as follows:

	1913	1924-25
Invalidity pensions.....	1, 030, 000	1, 600, 000
Widows' pensions.....	12, 000	200, 000
Orphans' pensions.....	40, 000	1, 300, 000
Total.....	1, 082, 000	3, 100, 000

Compared with 1913, the number of pensioners has nearly trebled, owing to the great number of war widows and war orphans and also because of earlier onset of invalidity of the insured persons.

The monthly pension paid at present to invalid workers consists of: A basic amount of 14 marks, an allowance of 7.50 marks for each child under 18 years of age, and a supplemental amount corresponding to the wage class to which the insured person belongs and to the period for which he has been insured. This supplemental amount consists of 20 per cent of the contributions made since January 1, 1924, and of from 0.02 to 0.10 mark for each contribution made before October 1, 1921, in the wage classes 2 to 5, the period of currency inflation (October 1, 1921, to January 1, 1924) being left out of consideration. All these allowances are paid out by the invalidity insurance funds, but each pensioner receives also a grant of 6 marks per month out of Federal funds.

Successive revisions have been made in these pensions. Before the war the Federal supplement to invalidity and widows' pensions amounted to 50 marks per year, and that to orphans' pensions to 25 marks. After the stabilization of the currency the Federal supplement was fixed at 3 marks a month, but was increased to 4 marks on August 1, 1924, and from 4 to 6 marks on April 1, 1925, and on the same date the Federal supplement to widows' and orphans' pensions was increased from 2 to 3 marks. After stabilization of the currency the basic amount of the monthly pension was set at 10 marks, the children's allowance at 3 marks, and a supplemental amount of 10 per cent was allowed for contributions made since January 1, 1924. Further revaluation of the pensions became necessary, however, owing to the decreased purchasing power of money. Beginning with April 1, 1925, the invalidity pensions were increased by supplemental allowances for contributions made before the period of inflation, and on August 1, 1925, for contributions made since January 1, 1924, and consideration was given to the size of family and the wage class.

The lowest invalidity pension amounts now to 20 marks per month, the average pension to 25 marks, and the average pension of industrial workers to 30 marks. Industrial workers now receive the same pension which they would have been entitled to if no war or currency inflation had taken place; indeed, the new children's allowances increase the pension beyond that amount.

The funds required are raised by contributions, which were until January 1, 1924, computed according to the so-called average-

premium procedure. From January 1, 1924, to September 28, 1925, the costs of the insurance were covered by means of assessments, varying according to the wage class of the insured, from 0.20 mark per week for the first wage class (those receiving up to 10 marks) to 1 mark for the fifth wage class (those receiving over 25 marks). The increase of all pensions effective August 1, 1925, made it imperative to form new wage classes and to fix higher rates for the contributions. Since September 28, 1925, the rates of the weekly contributions based on weekly wage rates have been as follows:

	Weekly contribution (marks)
Wage class 1 (up to 6 marks)-----	0. 25
Wage class 2 (over 6 to 12 marks)-----	. 50
Wage class 3 (over 12 to 18 marks)-----	. 70
Wage class 4 (over 18 to 24 marks)-----	1. 00
Wage class 5 (over 24 to 30 marks)-----	1. 20
Wage class 6 (over 30 marks)-----	1. 40

In 1924 the revenue from 612,000,000 contributory weeks amounted to 360,000,000 marks, as compared with 290,000,000 marks in 1913 from 814,000,000 contributory weeks; in other words the income in 1924 from contributions was as high as that in 1913 from contributions and interest combined. Contributions for the year 1925 have been estimated at 525,000,000 marks.

The Federal subsidy to the pensions amounted in 1924 to about 100,000,000 marks. In 1925 it is expected to total from 150,000,000 to 155,000,000 marks, and a further increase is predicted for 1926. In 1925 the Federal treasury advanced to the invalidity insurance institutes 57,000,000 marks for the revaluation of old pensions, which sum must be refunded by the institutes out of their current revenues.

The disbursements of the institutes for pensions (exclusive of the Federal subsidy) amounted to 257,000,000 marks in 1924, and those for voluntary benefits, especially curative treatment, and for administration to 53,000,000 marks, the total disbursements being 310,000,000 marks. For 1925 the disbursements for pensions have been estimated at 370,000,000 marks.

The invalidity pensions have not yet reached a constant level. At present the number of new invalidity pensions exceeds that of pensions terminated by from 140,000 to 150,000 per year. The reason for this is probably to be found in the earlier onset of invalidity, in the granting of invalidity pensions on the completion of the sixty-fifth year of age, and also in the generally bad condition of the labor market which affects the older workers injuriously.

The number of widows' and orphans' pensions is expected to decrease as the number of pensions which have been granted to war widows and orphans decreases.

The law of July 28, 1925, on curative treatment of insured persons, endeavors to make preventive care one of the principal activities of the invalidity insurance institutes, the intention being that they shall foster measures against tuberculosis, venereal diseases, cancer, alcoholism, etc. This task is of greater importance for the future than the pension activities.

## Salaried Employees' Insurance

THE salaried employees' disability insurance covers all private salaried employees whose annual salary does not exceed 6,000 marks (in 1913, 5,000 marks)—about 2,000,000 in number. Since insurance for 10 years is required before a retirement pension is granted, the number of pensioners is still rather small as compared with that of pensioners under the invalidity insurance. However, their number grows rapidly. The following table shows the number of pensions current at various dates in 1921, 1924, and 1925:

SALARIED EMPLOYEES PENSIONS CURRENT IN 1921, 1924, AND 1925

Date and year	Retirement pensions	Widows' and widowers' pensions	Orphans' pensions	Total
January 1, 1921.....	1, 245	11, 797	12, 729	25, 771
January 1, 1924.....	9, 827	17, 953	17, 505	45, 285
January 1, 1925.....	24, 645	21, 301	19, 150	65, 096
July 1, 1925.....	30, 890	22, 958	19, 658	73, 506
October 1, 1925.....	32, 824	24, 146	20, 163	77, 133

At the present time about 1,600 retirement pensions are being awarded each month. It has been estimated that in 1932 the number of retirement pensions current will be 90,000 and that of all pensioners from salaried employees' insurance 180,000.

The monthly retirement pension is composed of a basic amount of 40 marks, a children allowance of 7.50 marks for each child under 18 years of age, and a supplemental allowance corresponding to the period of insurance and the rate of contribution. The rate of this supplemental allowance is 15 per cent of the contributions made since January 1, 1924, and from 1 to 4 marks for each monthly contribution of insured persons of the salary classes F to J made before August 1, 1921. No supplemental allowance is granted for contributions made during the period of currency depreciation. The pensions to widows and orphans of salaried employees consist of a fraction of the retirement pension. The minimum monthly retirement pension amounts now to 40 marks, the average pension of commercial clerks to between 50 and 55 marks, and that of foremen to between 60 and 65 marks.

Since September 1, 1925, the monthly contributions have been fixed as follows for the individual salary classes:

	Monthly contribution (marks)
Salary class A (50 marks or less).....	2
Salary class B (over 50 to 100 marks).....	4
Salary class C (over 100 to 200 marks).....	8
Salary class D (over 200 to 300 marks).....	12
Salary class E (over 300 to 400 marks).....	16
Salary class F (over 400 marks).....	20

These rates are about 2 marks higher than those in 1924, but are lower than the rates in force in pre-war times.

In 1924, the National Salaried Employees Insurance Institute received in contributions a total of 125,600,000 marks. The corresponding amount for 1925 is estimated at between 174,000,000 and



176,000,000 marks. The disbursements for pensions, curative treatment, and administration totaled 30,000,000 marks in 1924. In 1925 they are expected to rise to 67,000,000 marks and in 1926 to 100,000,000 marks.

The salaried employees' insurance has ever since its creation given special attention to preventive medical treatment. In 1924 it approved 24,000 out of 40,000 requests for such treatment.

### Accident Insurance

THE accident insurance provides compensation for accidents suffered by manual workers and salaried employees in specified industrial and all agricultural establishments, covering 780,000 industrial establishments with 9,400,000 insured persons and 4,500,000 agricultural establishments with 14,000,000 insured persons and in addition establishments of the Federal Government, States, communes, etc., with about 900,000 insured persons.

Statistics show that each year in the trades and industry 1 of every 25 insured persons becomes the victim of an accident—in mining 1 of every 10—and that 1 of every 10 accidents is compensable. In agriculture only 1 of every 100 insured persons meets with an accident but 1 of every 2 accidents is compensable. At present 600,000 insured persons are drawing compensation for accidents and about 120,000 survivors of insured persons are in receipt of annuities.

The cost of accident insurance is borne by the employer, but he is allowed to insure his risk with a trade accident insurance association.

During the period of inflation accident compensation was computed in a manner differing from the general provisions relating thereto, to the disadvantage of skilled workers and miners. A law passed on July 14, 1925, retroactive to July 1, 1925, restored the former provisions for the computation of accident compensation and in addition granted to seriously disabled persons children allowances, doubled the benefits for widows of fatally injured persons, and increased the maximum amount of survivors' benefits and the computable earnings of higher administrative employees. It also provided more liberal benefits in certain respects—such as more effective accident prevention, extension of curative treatment, occupational retraining—all innovations which are expected to reduce the costs of compensation.<sup>3</sup> In 1913 the costs of accident insurance totaled 228,000,000 marks, of which 155,900,000 marks were disbursed for compensation, 20,600,000 marks for other benefits, 32,500,000 marks for administration, and 19,000,000 marks for amortization of the floating debt and for reserves. The total estimated cost for 1925 is 191,600,000 marks, distributed as follows: Compensation 145,500,000 marks, other benefits 16,000,000 marks, administration 30,100,000 marks.

A decree of May 12, 1925, has extended accident insurance to cover all important industrial diseases.<sup>4</sup> The costs of compensation of such diseases can not be estimated even approximately until data as to the results of this order are available.

<sup>3</sup> See MONTHLY LABOR REVIEW, January, 1926, pp. 191-200: "Amendment of German workmen's accident insurance law."

<sup>4</sup> See MONTHLY LABOR REVIEW, January, 1926, pp. 192, 193.

## Miners' Insurance

OF ALL industrial occupations that of the miner is the most dangerous and fatiguing and requires great physical strength and skill. The benefits provided for by the general invalidity insurance were considered insufficient in the case of the miners. The miners' insurance law (*Reichsknappschaftsgesetz*) effective since January 1, 1924, therefore granted to miners incapacitated after 25 years' employment an invalidity pension amounting to at least 40 per cent of the average wage of a pick miner and to salaried employees of mining enterprises a pension equivalent to 40 per cent of the average salary of a mine foreman. A pension is also granted to a miner who has attained 50 years of age and has been employed 25 years and during that period has worked 15 years as a miner, the pension so granted being called an old-age pension but is equivalent in value to an invalidity pension. The average monthly pension paid after 25 years' service to miners in the Ruhr district amounts now to 80 marks, while before the war it was granted after 30 years' service and amounted to only 40 marks.

Free medical treatment of invalid miners and of family members of miners was formerly a customary benefit granted voluntarily. The new law made it optional for the miners' societies to continue this benefit but so far none of these societies have done so.

The sickness, invalidity, and salaried employees' insurance for the whole mining industry is carried by the Miners' Insurance Association, in accordance with the provisions of the workmen's insurance code and the law on the insurance of salaried employees. Its resources on December 31, 1924, amounted to 99,500,000 marks.

The pension fund of the Miners' Insurance Association had 700,000 members (650,000 miners and 50,000 salaried employees) on July 1, 1925. The sick fund had 800,000 members. Admission to membership in the pension fund is made dependent on the results of a medical examination.

In 1925 there were on the pension roll of the association 95,000 miners drawing invalidity pensions (of whom 50,000 were in the Ruhr district), 30,000 miners drawing old-age pensions (of whom 26,710 were in the Ruhr district), 95,000 widows, and 100,000 orphans of miners. It is expected that the number of recipients of miners' invalidity pensions will increase in the next years.

The provisional balance sheet of the Miners' Insurance Association for the year 1924 shows the following results:

OPERATION OF THE MINERS' INSURANCE ASSOCIATION, 1924<sup>1</sup>

[Gold mark=23.8 cents]

Insurance branch	Revenue	Disbursements	Surplus inclusive outstanding amounts
	<i>Marks</i>	<i>Marks</i>	<i>Marks</i>
Pension fund:			
Manual workers' division.....	131,400,000	84,300,000	47,100,000
Salaried employees' division.....	16,600,000	6,500,000	10,100,000
Sick fund.....	87,000,000	71,500,000	15,500,000
Invalidity insurance <sup>2</sup> .....	29,400,000	17,900,000	11,500,000
Salaried employees' insurance.....	3,900,000	600,000	3,300,000
Total.....	268,300,000	180,800,000	87,500,000

<sup>1</sup> Provisional figures.<sup>2</sup> The Miners' Insurance Association acts as a special institute of the general invalidity insurance and according to estimates will have to contribute about 8,000,000 marks in 1924 to the joint costs of invalidity insurance.

The cost of accident insurance in the mining industry in 1924 was about 20,000,000 marks. Based on results for the period January to August the total cost of social insurance to the mining industry in 1925 has been estimated by the Miners' Insurance Association at 313,500,000 marks.

The memorial states that the burden of social insurance per miner or per ton of coal mined is to-day much heavier than in pre-war times, due to increased benefits and to the greater number of pensioners, especially of those receiving widows' and orphans' pensions. Also, in figuring the cost of social insurance per ton of coal mined it must also be taken into consideration that to-day the coal mines operate a much greater number of subsidiary establishments for the production of coke, tar, benzol, ammonia, etc., the 61,000 workers in which are also covered by the provisions of the miners' insurance law. If the costs of insurance for the workers in subsidiary establishments in 1924 be deducted from the total costs the cost per ton of coal mined was 1.80 marks.

The memorial of the Ministry of Labor says in conclusion:

The conception that the expenditures for social insurance represent "a burden" does not do justice to the origin, reason for and object of this branch of insurance. Social insurance combines in itself—at least in great measure—the former legal liability of employers, the workers' own provident measures and the provident measures of public corporations. It represents legal compulsion to save, with the object of preserving the health and working capacity of the insured population, and at the same time it distributes the risk in case of sickness, accident, disability, invalidity, maternity, and death. Without social insurance the standard of living of manual workers and salaried employees is endangered at its very core. \* \* \* Social insurance presupposes a sound economic system, but it is also a precondition for economic progress.



## LABOR LAWS AND COURT DECISIONS

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### Deportation of Expatriated Native American as Alien

THE United States Department of Labor, administering the immigration law, recently undertook to deport one Haskins under the provisions of the immigration act warranting deportation of aliens on conviction of specified offenses. Haskins was a native-born citizen of the United States who had removed to Canada about the year 1900. He there applied for and received a certificate of naturalization and became a British subject. He was tried and convicted of a crime and sentenced to five years in prison, but after one year was given "what is known in Canada as a 'ticket of leave,'" after which he returned to the United States. In 1918 he registered in the State of Wyoming under the selective draft, declaring himself to be a native-born citizen of the United States. In 1922 he went to Vancouver, British Columbia, where he was arrested and returned to the United States to answer a charge of using the mails in furtherance of a scheme to defraud. He was fined and imprisoned in the United States penitentiary, and on the expiration of his term was arrested for deportation.

To prevent this action he claimed citizenship, saying that he had resumed residence in this country and had determined to become a citizen, so that he was not an alien within the meaning of the immigration act. The district court accepted this contention and granted a writ of habeas corpus discharging Haskins from the custody of the immigration inspector. This official appealed the case to the United States Circuit Court of Appeals, procuring a reversal of the order, on the ground that "since early in its history this nation has recognized the right of expatriation." The treaty with Great Britain recognizes the mutual rights of the citizens of the two countries to become naturalized and assume the status of citizens according to their choice, including also the right to secure reinstatement by compliance with the customary provisions of law. It was held that Haskins was as truly a British subject following his naturalization in Canada as if he had never been a native of the United States, and that the only method by which such status could be resumed was by the process of a legal naturalization in due form, and not by a mere declaration of his intention to resume the status that he had laid aside when he became naturalized in Canada. Having failed to take the necessary steps, he was an alien within the terms of the immigration act and was accordingly remanded to the custody of the immigration officer (*Reynolds v. Haskins*, 8 Fed. (2d) 473).

## Application of Compensation Statute to Maritime Cases by Agreement

IN THE issue of the MONTHLY LABOR REVIEW for October, 1925 (pp. 134, 135), reference was made to a decision of the Supreme Court of Ohio involving the status of a company engaged in mixed maritime and nonmaritime occupations. Both employers and employees wished to come under the State workmen's compensation act, but the industrial commission was of the opinion that several classifications of the company's activities were maritime, and therefore not within the jurisdiction of the commission. The company sought a mandamus to require the commission to receive premiums for its employees in the various classifications and exercise jurisdiction over claims arising from such employments. On that hearing (State ex rel. Cleveland Engineering Construction Co. v. Duffy, 148 N. E. 572), the commission demurred to the petition, and this demurrer was overruled, the court saying that where the parties desired to be controlled by the compensation act and have contracted with reference to it, where "its application will not work prejudice to any characteristic features of the general maritime law," such application would not be denied even though the service was performed on vessels in navigable waters or the work was that of general harbor improvements.

Following the overruling of this demurrer, the case came to a hearing on the petition for the mandamus. This was denied, however, on the ground that the agreement between employer and employee to accept the provisions of the compensation act "can not confer jurisdiction upon the industrial commission to grant relief under such act for injuries occurring in a purely maritime employment, which employment has direct relation to commerce and navigation" (Id. 149 N. E. 870).

It was recognized that the engineering company was engaged in mixed occupations, some of them of an admiralty nature and some of them of such nature as to fall within the terms of the compensation act. The proper procedure of the commission was indicated in the statement that the commission should receive premiums for the State fund based on the full pay roll at the beginning of the period of coverage, subject to subsequent deduction based on the amount of wages paid to their workmen while engaged in purely maritime work. Since the commission had indicated its willingness to accept premiums thus it was said that there was no clear right appearing that would warrant the issue of the mandamus prayed for.

The chief justice and one other dissented from this finding on the ground that the commission had not indicated its willingness to receive premiums as tendered, but had insisted that there should be a prior determination of the nature of the employment of the different employees, which would be impossible. All were agreed, however, that the employees engaged in maritime employments were "not entitled to participate in the State insurance fund," while those engaged in nonmaritime employments were entitled to that right. The result of the whole case is that the right of such employers and their employees to make voluntary acceptance of the compensation statute is denied, though in the instant case there is the added complication of acceptance of the law involving participation in the State insurance

fund. However, the statement is unqualified in the majority opinion, "that the employer and employee can not by contract between themselves deny a court of admiralty jurisdiction and confer the same exclusively upon the industrial commission." The question remains as to what possible door would be open for an admiralty court to intervene in the case of an agreed settlement between employer and employee under the terms of a compensation law, or on what basis any party could make objection in a case in which the parties were not compelled, as in Ohio, to work through the State insurance fund.

A very recent decision of the Supreme Court indicates a somewhat different attitude from that above set forth, though based on classification that must be, so far as yet developed, a matter for the individual court and circumstance. In *Millers' Indemnity Underwriters v. Braud* (1926), 46 Sup. Ct. 194, the court had before it a case in which a diver met his death while clearing away piling once used as ways for launching vessels. Compensation had been awarded under the State law, in accordance with a presumed election by the decedent to accept its terms. The court found facts "sufficient to show a maritime tort to which the general admiralty jurisdiction would extend save for the provisions of the State compensation act, but the matter is of mere local concern, and its regulation will work no material prejudice to any characteristic feature of the general maritime law"; so that the exclusive provisions of the compensation law were said to bar any action in admiralty.

#### Ignorance not Excuse for Erroneous Election Under Compensation Law

A VERY unfortunate consequence occurred in a case recently decided by the Commission of Appeals of Texas in which a widow was found to have lost her compensation rights by an erroneous election (*Employers' Indemnity Corporation v. Felter*, 277 S. W. 376). Mr Felter was a meter reader employed by the city of Austin, and received fatal injuries in a collision with an automobile on a street of the city. The city carried a policy covering its compensation liabilities with the Employers' Indemnity Corporation, plaintiff in error in the instant case. The compensation law of Texas permits a person injured through the negligence of a third party to claim compensation under the law or sue such negligent third party in an action of common law. If the latter choice is made, the employer or insurer is subrogated to any rights the injured person may have had against such negligent third party.

Mrs. Felter was unaware of the fact that the city carried a compensation policy for its employees until after the damage case had been tried. She sued the owners of the automobile with which her husband was in fatal collision, but recovered nothing. Afterwards, on learning of her compensation rights, she made claim and secured an award of compensation. Proceedings were brought to set this award aside on two principal grounds, one that the election had exhausted her rights, and the other that the claim was so tardily submitted that it was barred by the limitations fixed in the law. The law requires claim to be submitted within six months after the



death of a workman, while about four years had intervened in this case. The industrial board took the view that Mrs. Felter's ignorance permitted the exercise of their discretion in waiving the limitation provision and made the award as above stated. The district court and the court of civil appeals sustained this position, holding that without knowledge of a privilege there could be no election; but the commission of appeals took the ground that an innocent party lost valuable rights by the conduct of the claimants, so that no such disregard of the provisions of the statute was possible. The insurer had, under the law, a right to proceed against the negligent third party in case of its liability to pay an award. In the present case such third party could plead an adjudication of the case exempting it from liability, so that any action to recover by the insurance company would be foreclosed. "We know of no rule of equity which would relieve one of the injurious consequences of his or her ignorance when to do so would destroy a valuable right in another who is without fault. In other words, equity will not, in its generosity, permit one to profit at the contemporaneous expense of another."

Brief reference was made to the question of the waiver of the limitation provision. Delay through ignorance would permit the extinction of a right of equity no less truly than a determination by a court. The result was a reversal of the judgment below, the widow and children losing all opportunity for relief on account of the death of their husband and father by reason of the erroneous election.

The case illustrates vividly the value of compensation based on status and not on negligence. The policy carried by the city was available for the benefit of survivors of the deceased employee, even though the subrogation rights of the insurance company would have been valueless to it, according to the judgment rendered in her action for damages. The case also emphasizes the necessity for a dissemination of knowledge of the provisions of compensation laws and of prompt compliance with their terms.

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### Death Benefit as Vested Interest Passing Under Will

**A** RATHER unusual view was taken of the nature of compensation benefits in a case recently decided by the courts of Texas. The case was one of death of a son whose parents were found dependent, an award being made to the surviving father and mother by the Industrial Board of Texas. Suit was brought in the district court of Eastland County to set aside the award, dependency being contested by the insurance company. Before the decision, the husband died, leaving a will under which his wife was sole beneficiary and executrix. She maintained the defense, claiming not only one-half of the compensation awarded by the board, but also the remaining one-half as beneficiary under her husband's will. The court sustained the contention of the widow as executrix, holding the death benefit to be a vested right subject to disposition by will. This position was sustained by the court of civil appeals which said:

Under the decisions of our courts, at the death of James A. McDonnell the compensation herein was vested in his surviving father and mother, and when James E. McDonnell died, his one-half interest in the compensation, including that which had matured at the time of his death, as well as that yet to mature during the compensation period, being vested upon his death, his interest passed by his will to appellee, as executrix of the estate. (Texas Employers' Ins. Ass'n. v. McDonnell, 278 Southwestern Reporter 294.)

This language clearly differs from that found in a number of laws which provide for or permit readjustment of awards on the death of one of several beneficiaries; it also apparently opens the door for a deviation from the usual rule that benefits go to dependents only, and that dependency is to be determined as of the date of the injury.

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### Compensation Rights of Widow and After-Discovered Child of Deceased Husband

A CASE involving various complications was recently before the Supreme Court of Utah (Parker v. Industrial Commission, 241 Pac. 362). A workman known as Albert Parker was killed in an industrial accident and the recognized surviving widow received an award for compensation as his only dependent. After about one year, a second alleged widow submitted a claim, whereupon payments were suspended. However, this claim was decided to be groundless, but shortly thereafter letters were received by the commission on behalf of an alleged son by an earlier marriage. It was found that the deceased had been married to the mother of the boy, that they had separated, she obtaining a divorce and the custody of the child whom she afterwards abandoned. The father found the child and placed it in the care of his mother, furnishing some contributions enabling it to attend the public schools. These contributions were found to be such as to warrant a conclusion of dependency, the boy being within the age named in the law as giving rise to a presumption of dependency. The commission assumed jurisdiction of the case on the information based in the letters, and modified its award to the widow, directing payments to the child of a part of the maximum allowance, the same to begin to run from the date of the father's death. On application to review the order, the supreme court approved the action of the commission in taking jurisdiction and granting benefits to the child. Since, however, the widow had acted in entire good faith, being without knowledge of any prior marriage of her husband, and, of course, of the existence of a child entitled to benefits, the provision making the award to the son retroactive was stricken out. It was admitted that if there had been deceit or fraud or other unlawful means, recovery might be had of payments improperly made on behalf of a true claimant; but no such circumstance existed in this case and it was merely required that the benefits under the law be apportioned as from the day when payments were suspended in view of the conflicting claims submitted at the end of the first year of payments. The jurisdiction of the board was upheld on the ground that the law permitted apportionment to be made at any time within the full compensation period.

Law on Labor Representation in Italy<sup>1</sup>

## Pact of the Palace Vidoni

ON October 5, 1925, the question of collective bargaining in industry and of the recognition of trade-unions as the representatives of labor in such bargaining was discussed in a meeting of representatives of the Italian Industrial Employers' Federation and of the Fascist trade-union corporations, in the historic Palace Vidoni at Rome, under the chairmanship of Signor Farinacci, political secretary of the Fascist Party. The discussion led to the following agreement:

(1) The Italian Industrial Employers' Federation recognizes the Confederation of Fascist Corporations and its affiliated organizations as the sole representative of the workers;

(2) The Confederation of Fascist Corporations recognizes the Italian Industrial Employers' Federation and its affiliated organizations as the sole representative of the employers;

(3) All contractual relations between employers and workers must be established between organizations affiliated to the above Employers' Federation and organizations affiliated to the Confederation of Fascist Corporations;

(4) Consequently works councils are abolished and their functions transferred to the local trade-union (*sindacato locale*) which will exercise them with the corresponding employers' organization;

(5) Discussion of the general provisions relating thereto which are to be inserted in the shop regulations shall be taken up within 10 days.

## Protest of General Confederation of Labor

THE above agreement drew from the executive committee of the General Confederation of Labor a strong protest from which the following passage is taken:

The Italian employers are now endeavoring to paralyze the freedom of trade-unionism in Italy. The employers have concluded the Rome agreement according to which the General Confederation of Industry and the Confederation of Fascist Corporations mutually recognize one another as the sole representatives of the employers and the workers, respectively. In point of fact such action is entirely unjustified, save by the egoism of the employers' class and the monopolizing mania of the ruling party, which was brought to power in order to fight against the nonexistent danger of an anarchic revolution.

## The protest concludes as follows:

The General Confederation of Labor will continue to work, whatever may be the maneuvers or measures put into force against it. The same will be the case with all the confederated organizations, and, when it is thought that our organizations have disappeared, they will be found once more in the factory, making the weight of their experience once more felt. They will continue to be the organizations which can best defend the interests of the worker.

## New Law on Labor Representation and Compulsory Arbitration of Labor Disputes

SHORTLY after the conclusion of the pact of the Palace Vidoni, at a meeting of the Grand Council at Rome, October 6-9, 1925, called by Signor Mussolini to draw up a program of Fascist reforms, the questions of which trade-union organizations were to

<sup>1</sup> The data on which this article is based are from: *L'Organizzazione Industriale*, Rome, Oct. 15 and Dec. 15, 1925; *Battaglie Sindacali*, Milan, Oct. 15, 1925; *Wirtschaftsdienst*, Hamburg, Dec. 18, 1925; *Arbeit und Wirtschaft*, Vienna, Dec. 1, 1925, and Jan. 1, 1926; International Labor Office, *Industrial and Labor Information*, Geneva, Oct. 26, Nov. 23 and 30, and Dec. 7, 1925; *Il Sole*, Milan, Dec. 11 and 12, 1925; *La Stirpe*, Rome, Dec. 1, 1925.



be recognized by the State and of the creation of industrial courts (*magistratura del lavoro*) were considered. The Grand Council adopted a resolution recognizing trade-unionism as a necessary and irremovable feature of modern life, but made specific recommendations as to the kind and character of trade-unions which should be recognized.

The negotiations between the Federation of Fascist Corporations and the Confederation of Italian Industrial Employers and the recommendations of the Fascist Grand Council finally crystallized into a bill approved by the Council of Ministers and introduced in the Chamber of Deputies. The chamber—the opposition deputies have for some time absented themselves in a body—discussed the bill at some length and passed it, December 11, 1925, with only a few minor amendments.

The new law is divided into three parts. The first part deals with the legal recognition of workers' and employers' organizations and with collective labor agreements; the second part provides for compulsory arbitration of collective labor disputes and creates industrial courts for their settlement; and the third part prohibits strikes and lockouts. The provisions of the law are as follows:

*Legal recognition of trade-unions.*—Organizations (*associazioni sindacali*) of employers, and of manual and intellectual workers may be legally recognized if, in the case of employers' organizations the voluntarily enrolled members employ at least 10 per cent of the workers employed in the kind of establishments and in the territorial district for which the organization has been created; and in the case of workers' unions if the voluntarily enrolled members of the union form at least 10 per cent of the kind of workers employed in the territorial district for which the union has been created. Recognition is further conditioned on the officers of such organizations giving guaranties of their ability, morality, and national loyalty. Furthermore, in order to be recognized, organizations must, in addition to defending the economic and social interests of their members, engage in welfare work and in educational work of a moral and national nature for the benefit of their members.

Provided the above conditions are fulfilled, organizations of artists and of professional workers may also be legally recognized. Professional organizations already existing and recognized by law will continue to be governed by present legislation; but such legislation may be amended by royal decree with a view of bringing it in harmony with the present law. For the same reason the constitution and by-laws of artists' and of professional workers' organizations which, prior to the enactment of the present law, were recognized as legal persons will also be subject to revision.

The organizations contemplated in the present law may be either employers' or workers', or joint organizations. In the latter case, however, there must be special and separate representation for employers and for workers. If the organizations include several classes of workers, each of these classes must have special representation, in addition to the common representative body for the whole organization.

The recognition of an organization will be given by royal decree on the proposal of the competent minister, in agreement with the Minister of the Interior, after the Council of State has been consulted. The constitution and by-laws of the organization will be approved by the same decree and must be published in the *Gazzetta Ufficiale*. They must show the precise object of the organization, the procedure adopted for the appointment of its representatives, and the conditions for admission of members, among which must be included political affiliation satisfactory from a national point of view. The constitution and by-laws may also provide for the organization of occupational schools and of institutes having as their object the increase and improvement of national production, culture and art.

*"The single union."*—Organizations recognized by law will be given a legal personality and shall legally represent all the employers, workers, artists, and professional workers belonging to the class for which they are constituted and within the district in which they operate.

Organizations recognized by law are entitled to require from all employers, workers, artists, and professional workers represented by them, whether or not they are members of the organization, an annual contribution not exceeding, in the case of employers, one day's wages for each worker in their employment, and in the case of workers, artists, and professional workers, one day's earnings. At least 10 per cent of the annual contributions collected by an organization must be set aside as a guaranty fund for the obligations assumed by the organization in the collective agreements concluded by it. The provisions of the act relating to the collection of municipal taxes are to be applied to the collection of these contributions. The contributions of the workers are collected by means of deductions from their wages and salaries.

Only regularly enrolled members are entitled to take part in the activities of the organization and in the election or nomination of its representatives, and only recognized organizations may designate employers or workers as representatives to all councils, official bodies, or organizations in which such representation is provided for by laws and regulations.

Organizations may be established as communal, district, provincial, regional, interregional, and national organizations. Federations of several organizations and confederations of several federations may also be recognized. Recognized federations and confederations are given disciplinary power over their affiliated organizations and their members. Only one organization or one federation or one confederation may be recognized for each class of employers, workers, artists, or professional workers within the territorial limits assigned to it. If a national confederation for all classes of employers or workers in agriculture, industry, or commerce, or for all classes of artists or professional workers has been recognized, federations or organizations not affiliated to the confederation may not be recognized.

In no case may an organization be recognized which, without governmental authorization, has any ties of discipline or dependence, with any organization of an international character.

*Officers of unions.*—Each organization must have a president or a secretary appointed or elected in accordance with its constitution and by-laws, who directs its work, represents it, and is responsible for its operation. His election or appointment does not become effective unless approved by the competent minister by decree, and the approval may be revoked at any time. The constitution and by-laws of the organization shall state what officer shall have the right to discipline or expel members who are undesirable owing to their moral conduct or political views. The president or secretary shall be assisted by a management committee elected by the members.

*Government supervision.*—Communal, district, and provincial organizations are subject to the supervision of the prefect and of the provincial administrative council in accordance with regulations to be issued later. Regional, interregional, and national organizations are subject to the supervision of the competent minister. The competent minister may dissolve the management committee of an organization and concentrate all power in the hands of the president or secretary for a period not to exceed one year. In more serious cases he may intrust the administration of the organization to a commissioner. In the case of organizations affiliated to a federation or a confederation, the decree recognizing the federation or the confederation may also provide that the supervision of such organizations shall be exercised wholly or in part by the federation or the confederation.

The recognition of an organization may be revoked, on proposal of the competent minister, for reasons of grave emergency or if the organization does not conform to the provisions of the present law.

*Collective agreements.*—Agreements concluded by recognized organizations are binding on all the employers, workers, artists, or professional workers of the class to which the agreement relates and which is represented by these organizations, whether or not they are members of the organizations making the agreement.

Unless collective agreements are concluded in writing and state the period they are to be in force they are void.

Joint organizations of employers and workers may, by agreement of the representatives of the parties concerned, draw up general rules relating to the conditions of labor in the establishments for which they are constituted. These rules shall be binding upon all the employers and workers represented by such joint organizations.

Copies of signed collective agreements or of general rules drawn up according to the foregoing provision must be deposited at the prefecture and published



in the provincial official gazette in the case of communal, district, or provincial organizations; in the case of regional, interregional, or national organizations they must be deposited at the Ministry of National Economy and published in the *Gazzetta Ufficiale*.

Employers and workers violating collective agreements to which they are subject are civilly liable to both the employers' and the workers' organizations which have concluded the agreement.

Further regulations concerning the conclusion and effects of collective labor agreements will be issued by royal decree on proposal of the Minister of Justice.

*Prohibited organizations.*—The provisions of the present law on legal recognition of trade organizations are not applicable to organizations of employees of the State, Provinces, communes, and public charitable institutions, concerning which special regulations will be issued.

On pain of dismissal and other disciplinary punishment, the formation of organizations of a trade-union character by officers and the rank and file of the royal army, navy, or air force, or other armed forces of the State, Provinces, or communes, by magistrates in either judiciary or administrative service, or by officials or agents of the Ministries of the Interior, Foreign Affairs, and the Colonies, is prohibited.

*Existing organizations.*—Organizations of employers, workers, artists, or professional workers which are now recognized by law may continue to exist as de facto associations, according to legislation already in force, and subject to the exceptions set out in the preceding paragraph. The provisions contained in the legislative decree of January 24, 1924,<sup>2</sup> are applicable to these organizations.

*Industrial courts and arbitration of labor disputes.*—All disputes on the subject of collective labor agreements, whether they relate to the enforcement of such agreements, or whether their object is to establish new conditions of labor, must be dealt with by the courts of appeal, sitting as industrial courts (*magistrature del lavoro*). Before rendering a decision the president of the court shall attempt conciliation. Disputes of this kind may also be referred to arbitrators; under the provisions of article 8, et seq., of the Code on Civil Procedure.

In order that the courts of appeal may serve as industrial courts, a special division will be created in each of the 16 courts of appeal. This division will be composed of three magistrates—a president of division and two judges of the court of appeals—and two experts in matters of production and labor, chosen by the first president from a special list to be drawn up in each appeal district and divided according to the various branches of industry and occupational classes. These lists are to be revised every two years. The first president will choose each year from the lists those persons in each group who will be called upon to act as expert advisers in disputes concerning the establishments which constitute the group. Persons directly or indirectly involved in a dispute may not be called upon to act as expert advisers with respect to that dispute.

In deciding disputes relating to the enforcement of existing agreements the court will base its judgment on the provisions of the law relating to the interpretation and execution of contracts. In cases relating to the formulation of new labor conditions, the court will render its decision according to equity, weighing the interests of the employers against those of the workers, and in each case taking into account the higher interests of production.

When new labor conditions are determined by the court, it must also determine for what period they shall be in force. The period shall as a rule be that established by custom under agreements voluntarily concluded.

The decision of the court shall be given after the State's attorney has stated his conclusions. Decisions of the courts of appeal functioning as industrial courts may be appealed to the court of cassation for reasons contained in article 517 of the Code of Civil Procedure. Special rules of procedure are to be laid down for these industrial courts to take the place of the ordinary rules of the Code of Civil Procedure.

Only organizations recognized by law are permitted to take proceedings before the industrial courts in disputes relating to collective agreements and the decisions of the industrial courts will be binding on all the employers and workers in the category and district concerned.

<sup>2</sup>This decree provides for supervision by the provincial authorities, who may appoint commissioners for the administration of the property of such organizations, and may order their dissolution in the event of any abuse of public confidence, or if such organizations pursue objects other than those connected with the economic or social interests of the workers.



In the case of joint organizations of employers and workers the proceedings are taken by the special representatives of employers and of workers respectively; but proceedings may be taken in such cases only if the joint representative body of the organization declares that it has endeavored to settle the dispute amicably, but without success.

*Strikes and lockouts.*—Strikes and lockouts are prohibited. Employers who shut down their establishments without any justifiable reason and with the sole object of obtaining from their employees modifications of labor agreements in force will be punished with fines of 10,000 lire.<sup>3</sup> Similarly, any three or more salaried employees or workers who, after previous agreement, abandon their work, or who work in such a manner as to disturb the continuity or regularity of the work in order to obtain modified labor contracts from their employers, are liable to fines of from 300 to 1,000 lire. The leaders, promoters, or organizers of such strikes or lockouts are punishable by imprisonment for a period of not less than one year and not exceeding two years, in addition to the fines provided above.

Employees of the State and other public authorities and of public utilities are punishable for the same offenses by imprisonment for a period of from one to six months and by the loss for six months of the right to hold public office, and the leaders, promoters, or organizers of strikes are punishable by imprisonment for a period of from six months to one year, a fine of from 5,000 to 100,000 lire, and the loss for a period of not less than three years of the right to hold public office.

Entrepreneurs of public utilities who shut down their establishments without justifiable reason are punishable by imprisonment for not less than six months nor more than one year and by a fine of from 5,000 to 100,000 lire, and by temporary loss of the right to hold public office.

Increased penalties are provided for cases in which a lockout or strike causes public danger or the death of one or more persons.

Imprisonment for a period of from one to six months is also prescribed for employees of the State or other public authorities and entrepreneurs and employees of public utilities who in the event of a lockout or strike fail to do all in their power to maintain continuous service or to bring about resumption of the services affected.

Finally, if a stoppage of work on the part of employers, or a similar stoppage of work or sabotage on the part of the workers, is intended to influence the decisions of any State, provincial, or communal body, or of any public official, the leaders, promoters, or organizers of such action may be punished by imprisonment for not less than three nor more than seven years, and by a permanent loss of the right to hold public office, while other guilty parties may be punished by imprisonment for a period of from one to three years and temporary loss of the right to hold public office.

Punishment by fines and imprisonment is also provided for cases in which employers or workers or officers of recognized organizations refuse to carry out decisions of the industrial courts; this without prejudice to enforcement of such decisions in accordance with the common law on civil liability. Officers of recognized organizations who are guilty of this offense will also be removed from office.

The new law creates an entirely new and unique right of combination; it practically abolishes free trade-unionism, and it replaces the former labor organizations with new organizations of a previously unknown type. These organizations of employers as well as of workers are recognized by the State by law and made subject to State supervision. Such recognition, however, is given to a single organization only for each kind of establishment or class of workers and further to organizations of a national character only, that is to say, the Fascist organizations. The organizations so recognized are made the legal representatives of all the persons interested belonging to the kind of establishment or class of workers for which they were constituted, and they alone are able to conclude collective labor agreements which will be binding on all concerned.

<sup>3</sup> Lira at par=19.3 cents; exchange rate varies.

The law nominally permits the continued existence of the old trade-unions, but strips them of their former rights, especially of the right to represent the workers in collective bargaining and of the right to strike.

The new law abounds in unusual provisions. To begin with, organizations of employers or workers are to be legally recognized and given all the privileges of recognized organizations if at least 10 per cent of the class of employers or workers for which the organization is constituted in a given territorial district are voluntarily enrolled as members. Only such recognized unions may represent the employers and workers in collective bargaining. Recognition is, however, further conditioned on the officers of such organizations giving guaranties of their ability, morality, and "national loyalty" (*sicura fede nazionale*), i. e., of their adherence to Fascism, and on the by-laws of the organization making it a condition for the admission of members that the latter must have "satisfactory political affiliation from a national point of view" (*buona condotta politica dal punto di vista nazionale*), i. e., the members must all be Fascists.

Contributions to the respective employers' or workers' organizations are required from all employers or workers in the category and district whether members or not. And to make sure that the workers, members as well as nonmembers, pay their contributions regularly, the law provides that the contributions shall be collected by the employer by deduction from the wages, i. e., by the "check-off" system.

Again, it may be noted that the new organizations are not allowed very great freedom of action. The officers and the management committees of these organizations are elected or appointed by the members, but their election or appointment does not become effective unless approved by the Government. In addition the Government is given the right of supervision of the organizations and may depose their officers, dissolve the management committee, intrust the administration of the organization to a commissioner, and finally revoke the recognition of the organization.

The Fascists claim that the chief object of the new law is the abolition of the class struggle. With this object in view, the law creates an entirely new right of collective bargaining, provides for compulsory arbitration of all collective labor disputes by special industrial courts, and prohibits strikes and lockouts. It gives to recognized organizations of employers and workers the sole right of concluding legally binding collective agreements, binding not only upon the contracting parties but upon all the employers and workers of the class and district for which the contracting organizations have been created.

Originally, it was intended to provide in the law for compulsory arbitration of collective labor disputes in agriculture only, the industrial employers being for the most part strongly opposed to compulsory arbitration. However, when the bill was discussed in the Chamber of Deputies, the deputies representing the industrial employers' interests finally surrendered and accepted compulsory arbitration.

Labor Provisions in New Mining Law of Venezuela <sup>1</sup>

**A**VENEZUELAN law of July 18, 1925, provides for an eight-hour day for work, either underground or surface, at mines. Under this law any agreement stipulating a working-day over eight hours is null and void. The employment of women and minors under 12 years of age in underground work is prohibited.

Wages must be paid in cash but payment may not be made in recreation places, saloons, or stores. Neither may the miners be compelled by the employer, by any method either direct or indirect, to make their purchases at any particular place or store.

The employer, contractor, or operating company is liable for accidents incident to the work, in cases where the injured worker's daily wage does not exceed 10 bolivars.<sup>2</sup> For permanent total disability the worker is entitled to compensation equal to one year's wages; for permanent partial disability, compensation equal to nine months' wages; for temporary total disability, compensation equal to six months' wages; and for temporary partial disability, full wages during the period of such disability. In case of death the direct heirs of the deceased worker have the right to collect from the company compensation equivalent to two years' pay.

<sup>1</sup> Venezuela. Gaceta Oficial. Caracas, July 18, 1925, p. 5.

<sup>2</sup> Bolivar at par=19.3 cents; exchange rate varies.



## WELFARE

### Employees' Welfare Work in a Brazilian Factory

**A**N ACCOUNT of the welfare work carried on by one of the important textile plants in Sao Paulo, the chief industrial State of Brazil, appears in the November, 1925, issue of the Pan American Union Bulletin (pp. 1139-41).

The factory buildings are five-story concrete structures fitted with the most modern equipment. The motive power of the looms, carding and sewing machines, etc., is electricity from individual motors, and this and the fact that employees are prohibited from cleaning or oiling machines while in motion tend to reduce accidents to a minimum. Large ventilators in all the workrooms prevent the employees from inhaling particles of lint and dust.

Surrounding the factory there are 481 small modern houses for the employees, the rents for which range from \$5 to \$6 per month; similar dwellings, it is stated, could not be obtained in the city of Sao Paulo for less than \$25. Each house has at least two bedrooms, a small parlor, a dining room, and a kitchen.

The plant and its annexed buildings are all on wide, well-paved, well-lighted, and clean streets, surrounded by parks and gardens, the whole group giving the appearance of a small town.

Although there is no legislation in Sao Paulo requiring industrial concerns to provide free medical assistance or day nurseries, both are provided at this plant in addition to a maternity clinic for working women. There are two large day nurseries where babies under 1 year of age are cared for, and their mothers who are working in the factories are allowed to go in rotation every three hours to nurse or see them. There are 12 rooms with tiled floors and tinted walls each containing 16 cribs and a similar number of small wardrobes containing supplies for the baby's daily needs. Adjoining the nursery there is a well-stocked drug store, a dispensary, and a one-ward children's hospital. In a nursery annex a group of nurses each day take care of approximately 178 children of from 1 to 3 years of age. A specially constructed building is used for the kindergarten, where children from 3 to 6 years old begin their schooling under teachers who have been trained in the United States at the expense of the firm. This is a model kindergarten where every new system recommended for the education of children is put into practice. Modern schools for older children are also provided, which are conducted in the same manner.

A large cooperative store controlled by the employees is housed in a special building. All the necessities of life are obtainable here at cost price; each worker has a charge account and the amount owed is deducted from his wages at the end of the month.

There is also a theater with a seating capacity of 9,000.

The account is concluded with the following statement: "All the services rendered by the management to its employees are free, and the protective attitude toward workmen which we noted in this factory is common to all industrial enterprises in the State of Sao Paulo."

## HOUSING

### Living Conditions of Small-Wage Earners in Chicago

**U**NDER this title the Chicago Department of Public Welfare has recently published a study of the conditions, especially as to housing, which affect the small-wage earner of that city. The study was undertaken especially to learn the conditions offered the negroes and the Mexicans who have come in to fill the gap made by cutting off immigration from Europe. The field work, which was carried on from November, 1924, to April, 1925, covered 1,526 households, divided as to the race or nativity of their heads into 668 colored, 266 foreign-born Mexicans, 590 of different white nationalities, and 2 American Indians. The neighborhoods studied were in 11 wards, distributed through the sections of the city in which the colored population is most concentrated.

For comparative purposes, especially in the matter of rentals, in each neighborhood sampled an endeavor was made to secure a sufficient number of homes which were neither negro nor Mexican, so that conclusions might be possible relative to any special hardship in finding shelter to which either negroes or Mexicans were being subjected.

#### Negroes and Mexicans in Chicago

**T**HE negro population of Chicago has increased with abnormal rapidity since the outbreak of the war, and it is estimated that in September, 1925, it amounted to 147,599. The Mexicans are even newer comers, and are less important numerically. In 1920, according to the census, there were 1,141 Mexicans resident in the city, but in 1925 it was estimated that the number had risen to about 8,000. As the latest comers to Chicago, both negroes and Mexicans have been obliged to find shelter in the oldest, most outworn and derelict housing which the city still keeps. The localities in which they are concentrated are also run down and unattractive. "In short, the neighborhood conditions are not such that they offset poor housing conditions and lack within the dwellings."

#### Composition of Households

**T**HE households visited showed some variations in composition, according to race and nationality. In the homes of the negroes children under 14 formed 20 per cent of the occupants, in the homes of Mexicans they were 30 per cent, among the native-born whites 26 per cent, and among the foreign-born whites 42 per cent. Among the newcomers it was not uncommon for two or more families to combine and form one household. Thirty per cent of the negro and 26 per cent of the Mexican households consisted of more than

one family, while among the native-born whites this was the case in only 13 per cent. The size of the households likewise varied.

Among the native white homes visited, 68 per cent had five or less persons per household; among negroes 64 per cent; among foreign-born other than Mexican 54 per cent; and among Mexicans 44 per cent. The household of median size among native whites numbered 4; among negroes and foreign born, exclusive of Mexicans, 5; among Mexicans, 6.

### Housing Conditions

THE study of the homes showed that they were very largely in buildings which fell far below the standards the community has approved.

About 8 per cent of the 770 buildings in which the families included in this study dwelt occupied the rear of the lots and had another building in front of them. Almost 6 out of every 10 buildings (59 per cent) had not more than two floors. Fifty-six per cent had only one or two dwellings in them. Fully half were of frame construction, though within the fire limits.

Ninety per cent of the total number of buildings studied had no vacancies and the percentage of vacancies in the whole group was only 3.7. "It has been estimated that 5 per cent represents the minimum surplus of vacant apartments which will permit a sufficient equality in bargaining power between landlord and tenant." About one-twelfth (8 per cent) of the homes were situated in basements. For all races the apartment most frequently found was one of four rooms. Rooms having no opening to the outer air were found to the number of 177. Seventy-one of these were being used as bedrooms. If it is to be considered that an apartment is overcrowded when there are two or more persons to each room, 6 per cent of the negro and the native-white households, 28 per cent of the Mexican, and 9 per cent of the other foreign-born households were overcrowded. Instances of extreme overcrowding were found.

In South Chicago one large basement room, the equivalent in size of three rooms on the first floor of the house, was the home of 13 persons making up three related families. Each family had children in it. One end of the room had been separated from the rest by a board partition extending only part way to the ceiling. No windows were in this section of the room partitioned off and used as a bedroom for one family. The larger portion of the room served as kitchen for all and bedroom for the rest of the household.

Other examples were two Mexican families, consisting of eight persons, living in a two-room shack, a Mexican household of 15 living in 6 rooms, and a negro household of 11 persons in three rooms and a closet. Often other conditions were extremely bad. "In a rear basement on Milton Avenue was a family of six occupying two rooms for \$10 a month. The toilet was under the sidewalk; light at night was from oil lamps; both rooms served as bedrooms."

A number of the dwellings were badly off in regard to conveniences. Many of the houses were old, and where such modern improvements as running water, bathrooms, toilets, and the like were provided, they were often of an objectionable type or their location was inconvenient and sometimes detrimental to the family health and decency. Of the 1,312 rented apartments, 85 per cent were "cold-water flats," with no means of heating other than stoves and no provision for a hot-water supply. "Many bathtubs were not used because there was nothing but a cold-water tap in them. Hall,



porch, and basement toilets outside apartments in these unheated flats were sometimes useless for long periods in cold weather because frozen."

### Tenure and Rentals

OF THE 1,526 households studied, 214 owned or were purchasing the homes in which they dwelt. No Mexicans were among these. Of the native white families, 17 per cent, and of the negro families 11 per cent were home owners. The difficulty of finding a place to rent at a figure which they could pay was instrumental in making a number of these families buy. Unfortunately the same causes which made it possible to raise rents to such a figure increased the price of houses too, and in some cases buying meant a long struggle ahead before the family would own their homes free of debt.

In the discussion of the rents, attention is again called to the "age of the majority of the buildings, their almost uniformly poor state of repair, the frequent evils due to originally poor construction and plan which have been aggravated by the years, and the wretchedly inadequate plumbing." The great majority of the rented homes (1,111) had no heat furnished and were warmed by stoves at the tenants' expense. This was the strongest factor affecting rent.

Among apartments with heat furnished, rentals ranged from \$22.50 for two rooms to \$120 for eight rooms, with a median monthly rental of \$65 to \$70. Thirty-eight per cent of the heated apartments cost \$70 or more per month. Three per cent of the unheated apartments rented for less than \$10 a month; 5 per cent cost \$50 or more each month. The median rental in unheated flats was \$20 to \$25 for native whites; \$15 to \$20 for foreign born; and \$25 to \$30 for negroes. \* \* \* As a group, negroes are paying much more for shelter than other classes in the community.

The question of what rent a family may reasonably pay depends on the family income. Budgetary studies are quoted as showing that generally one-fifth of the income is looked upon as the proper proportion to spend for rent. From 886 of the households, data were secured as to both the total income during the month preceding the visit of inquiry and the rent paid.

The report calls attention to the fact that over two-fifths of these families are paying less for rent than they could reasonably afford.

The families paying out less than 20 per cent of their earnings in rent could afford to live in better houses if any were available for them. The fact that they could afford to pay more in rent alters not one whit this other fact that the old and insanitary houses they occupy are too costly at any rental, however small the sum. The significant thing for the community is that apparently it is compelling a goodly proportion of its small-wage families to dwell in houses less good than they can afford to rent. A rental market for better homes for wage earners exists in Chicago to-day.

However, exclusive of the native whites, well over one-half of the families and over three-fourths among the negroes, were paying in rent a larger proportion of their earnings than they should. In addition, a study of the family earnings showed that a large number of the families really could not afford to pay much.

Paying high rentals is clearly out of the question for the majority of these families. Only one family in 10 should afford a rental of \$40 or more for an unheated apartment. One in three ought not to spend as much as \$16 for rent without heat. While it is a hazard to these families to have to live in the out-

worn houses and tenements they occupy, it will nevertheless be a misfortune for them to have the old buildings pass unless newer and better ones are made available at rentals which are within their economic grasp.

Of the 1,244 families reporting the total income for a month, the father was the sole breadwinner in 43 per cent, in 24 per cent he earned nothing at all, and in 47 per cent mothers and wives were gainfully employed.

Women's earnings were not large as a rule. More than one-fourth of the woman earners (28 per cent) added less than \$20 to the family income in the month; 60 per cent made less than \$50, while only one woman in five (20 per cent) earned \$80 or more. Yet in about one-fifth of the families on the basis of the amount of their earnings, mothers were the chief breadwinners in the month reported upon.

The month's earnings were secured for 1,115 male breadwinners. Of these, two-thirds of the Mexicans and a trifle over one-half of the other foreign born and of the negroes had earned less than \$100, and 91 per cent of the whole group had earned less than \$150.

The pursuits in which the men of the families were engaged varied widely.

Those in business for themselves varied from 15 per cent among other foreign born to 2 per cent among Mexicans. Seven per cent of the negroes were working on their own account, not for wages. Of the Mexican wage earners, 23 per cent were employed at the stockyards, 20 per cent were in the employ of the railroads and 27 per cent labored at the steel mills. Among negroes 15 per cent were employed on the railroads, more of them as porters or waiters than in any other occupations; 12 per cent worked in the stockyards; 8 per cent were in city or Government employ; 7 per cent in the building trades; a like number in foundries; 6 per cent in the steel mills; 4 per cent worked on automobiles; 3 per cent were waiters, cooks, etc.; 3 per cent were employed in laundries; and 2 per cent in tanneries.

The three industries, stockyards, railroads, and steel mills, which together employed 70 per cent of the Mexican men and 33 per cent of the negro, had 25 per cent of the rest of the men on their pay rolls. Industries and occupations were most diversified among the native or European born white, least varied among the Mexicans, with the negroes occupying a midposition between the other two groups.

As a result of the study, it is strongly urged that the city should adopt some plan for housing small-wage earners. The demand is great for homes at a rent of \$40 or less a month, and private enterprise is not meeting the need. The time is opportune for improving the situation. Under the zoning plan the city is turning over to industry and commerce some of the oldest tenement districts where conditions are worst. With this movement there should be correlated some comprehensive plan for supplying suitable houses, at rents which the small-wage earner can pay, in sufficient numbers to meet the needs of the situation. With this should be worked out a program for determining when houses are really too old, too dilapidated, and too insanitary to be fit for habitation and for retiring them when this stage has been reached. Particular attention should be given to providing for the negroes and Mexicans who have come in to meet the labor shortage due to the restriction of immigration.

## WORKERS' EDUCATION AND TRAINING

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### Apprenticeship Provisions in Building-Trade Agreements

THE Bureau of Labor Statistics receives annually numbers of agreements made between workers and employers covering wages, hours, conditions of work, and other subjects on which unions and employers have come to an understanding. In 1925 11 important building trades were selected, and a list was kept of all agreements received from these with a view to seeing what provisions they might contain as to apprenticeship. In many cases the agreements were of such an informal kind that no such references could be expected. Often the unions reported a verbal agreement or a mere memorandum covering wages or hours but not taking up anything further. In other cases, custom seemed to have taken the place of annual negotiations, and while there was an understanding as to wages and hours, it could hardly be called an agreement. In every case, however, in which a written contract was sent in it was listed, and note was made of what provisions, if any, it contained relating to apprenticeship. The tabulation was confined to agreements made either in 1925 or earlier but continuing into that year.

During the year, 179 such agreements were received, distributed unequally through the various trades. The number of unions concerned far exceeds the number of agreements, for often a contract is signed by a district council which represents a number of unions and in other cases it may be signed for all the unions of a given trade within a specified area. Thus, one agreement covered "certain bricklayers' unions of Greater New York and Long Island," another included the electrical workers of three adjoining communities, and another was signed by five unions acting in combination. The apprenticeship provisions were sometimes found in the agreement itself and sometimes in the working rules or in the constitution of the unions concerned, which were considered as forming part of the agreement.

The agreements differed widely in the extent to which they dealt with apprenticeship, the provisions running from a mere statement that the use of apprentices should not be prohibited, with perhaps an age qualification or an arrangement for progressive rates of pay, up to elaborate and carefully worked out systems. Twenty-three (12.8 per cent) might be considered as having no provisions, since they contained either no mention of the subject or the mere formal statement that the use of apprentices should be allowed. The others all went into the subject more or less elaborately. The number of agreements considered, by trades, and the number containing various important provisions, are as follows:



## APPRENTICESHIP PROVISIONS IN BUILDING TRADE AGREEMENTS

Trade	Number of agreements	Number placing age limit on entrance	Number establishing length of apprenticeship	Number establishing ratio of apprentices to journeymen	Number establishing co-operative administering body	Number requiring trade-school training
Bricklayers, masons, and plasterers	16	6	8	9	9	3
Bridge, structural, and ornamental-iron workers	5	1	1	5		
Carpenters and joiners	32	18	17	22	7	3
Composition roofers, damp and water proof workers	4			1	2	
Electrical workers	34	1	17	28	3	3
Elevator constructors	6	6	6	6		
Heat and frost insulators and asbestos workers	11		7	8		
Painters, paper hangers, and decorators	27	9	15	23		
Plumbers and steam fitters	27	5	16	19	7	2
Sheet-metal workers	11	1	8	9	4	2
Wood, wire, and metal lathers	6	2	2	2		
Total	179	49	97	132	32	13

These figures should not be taken too seriously as indicating the attitude of the unions, yet they certainly have some significance. Naturally, the more importance the unionists in general attach to a given provision, the oftener it will be found in their agreements. Judged by this standard, the unions, contrary to common opinion, do not seem to attach special importance to limitations upon the age of entering apprenticeship. The only trade in which an age limitation is included in every written agreement received is that of the elevator constructors, who, as their work is heavy and calls for strength, provide without exception that no one under 18 shall enter apprenticeship, but place no upper age limits. Of the 49 agreements which impose some age restrictions, 3 place the upper limit at 18 years; 1 at 19; 2 at 20; 14 at 21; 20 at 22; 2 at 25; and 1 at 30 years; while 6 impose a lower but no upper age limit. Of the 43 which impose an upper limit 53.5 per cent set it at 22 or over, while only 14 per cent place it as low as 20 or under. Thirty-three of the agreements set an age below which apprentices will not be admitted, 11 placing it at 16 years, 16 at 17 years, and 6 at 18.

Four years is the commonest period set for the duration of the apprenticeship. In many cases this term is so well understood that the only reference to the matter consists of setting the wages for each of the four years before the apprentice is entitled to journeyman pay. The bridge and structural-iron workers and the asbestos workers each in one instance set a limit of two years. Seventeen agreements, scattered through the various trades, set a period of 3 years, and 14 set 5 years. The 5-year limit is found mainly among the plumbers, who impose it in 11 cases. In some of these agreements the fifth year is a kind of intermediate stage in which the novice is known as a "junior," draws higher wages than the fourth-year apprentice and has more independence, but is not yet a full-fledged journeyman. In several of these agreements it is provided that an apprentice may apply for an examination at the end of the fourth year, and if he passes this satisfactorily, the fifth year is not required.

The ratio of apprentices to journeymen permitted in these various agreements varies too widely to permit of any general statement. In a very few cases, mostly among the electrical workers and the

sheet-metal workers, the number of apprentices allowed is based on the number of journeymen in the local union, but the general practice is to base it on the number of journeymen in the shop or on the pay roll of the employer wishing to take a beginner. On this basis, any number of combinations are worked out. Thus in different agreements the ratio is set at 1 apprentice to 2 journeymen, 1 to the first 2 plus 1 for each additional 5 journeymen, 1 to the shop regardless of size, 1 to the first 5 journeymen plus 1 for each 10 additional, and so on. Sometimes the employer may take one apprentice each year, while in one case he is restricted to one every four years. The most restrictive ratio found was 1 apprentice to 20 journeymen. It is perhaps significant that this appears in an agreement which was drawn up in 1922 and has been continued without change, and that this is the only provision in the whole document bearing on apprenticeship. At that time the importance of apprenticeship was not appreciated either by the workers or the employers, and the fact that this is the only mention of the subject in an agreement intended to cover working conditions shows that neither side was particularly concerned about the matter.

A trifle over one-sixth (18 per cent) of the agreements provide for administering the apprentice system by a joint body, or, in Wisconsin, by the industrial commission, which has charge of the State apprentice system. Generally speaking, the administering body is either a joint arbitration board or a joint apprenticeship committee appointed for the special purpose. In the vicinity of New York City, the agreement sometimes indorses the "apprenticeship plan of the New York Building Congress," which makes careful provision for joint administration. Where such a joint body is not provided there is usually no stipulation in regard to the matter, the union presumably taking full charge.

Very few of the agreements definitely require trade or technical instruction during apprenticeship, though this is indirectly required in some instances by a provision that the apprentice must pass an examination before becoming a journeyman. Where technical training is required the definiteness of the provision varies. In seven cases it is merely stated that the apprentice must attend a trade or technical school. One agreement stipulates that educational classes are to be established for the benefit of the apprentices. In one case attendance is required during the last two years, in another the apprentice must attend school for five hours throughout his apprenticeship, while in another case one-half day's attendance weekly is required whenever the schools are in session. Sometimes it is stipulated that the school attendance is to be in the employer's time, and in one case it is provided that special technical instruction may be taken at the employer's expense. One agreement provides that a failure to attend school regularly will lead to the apprentice's suspension, and if it is persisted in, to the cancellation of his registration—that is, to his expulsion from the trade. Another provides that the time of the apprenticeship may be shortened if the school attendance is regular and the school standing good. Where there are no trade schools or technical classes within reach, requirements concerning such training would be useless, and this may account in part for the rarity of these provisions.



A number of the agreements contain miscellaneous provisions designed to make the apprenticeship a period of real training. Frequently it is provided that the beginner must serve a probationary period of from three to six months and that unless he proves satisfactory at this time he shall not be admitted to apprenticeship. Often he must be registered with the local union, and is not permitted to change from one employer to another without the consent of the union, or of the joint administrative body, if there is one. Sometimes it is provided that if an apprentice fails to get on satisfactorily with one employer he may, after a sufficient trial, be placed with another, but if after one or two such changes he still can not get on, he is dropped from the trade. On the other hand, it is provided that the employer must give him progressive training and allow him a chance to learn all branches of the trade. In some cases he is obliged to give the apprentice continuous employment, unless released from the obligation by the administering body.

In considering the extent to which apprenticeship is dealt with in these local agreements it must be borne in mind that some of the crafts have worked out through their national or international governing bodies a complete plan of apprenticeship, with full details as to number allowed, age, duration, kind of training to be given, protection of both employer and trainee against possible abuses of the plan, admission to journeyman status, and so on, and that when this has been done a local union might feel it unnecessary to take up the matter. The extent to which the national plan is observed depends largely upon the strength and character of the local union, but it is entirely possible that such a plan governs the training of apprentices in a number of places where the local agreements make no mention of the subject. In other localities, also, plans peculiar to the district may exist, and a reference to these may mean co-operation in carrying out an elaborate scheme of training. Thus when, as in a case previously mentioned, agreements contain an indorsement of "the apprenticeship plan of the New York Building Congress," they are assenting to a comprehensive and systematic handling of the whole matter.

Bearing these considerations in mind, the results given above seem to show that the building-trades unions are giving a considerable amount of attention to the subject of apprenticeship, and that where they are strong enough to secure written agreements they are quite numerously putting the matter upon a definite basis and endeavoring to secure conditions which shall make the apprenticeship a genuine preparation for the craftsman's work, instead of merely a period in which the beginner works for low wages and picks up what he can for himself.

### College for Canadian Frontier Workers <sup>1</sup>

CANADA'S frontier labor college is the outcome of the realization by Alfred Fitzpatrick of the advantages of "taking education to the job." He concluded that "what the workers needed was not so much advice expressed from a dignified pedestal, but sympathy

<sup>1</sup> Locomotive Engineers Journal, Cleveland, January, 1926, pp. 13, 14, 71, and 72: "Canada's Frontier Labor College," by J. A. P. Haydon.



and friendship from a man engaged in similar tasks." Feeling that his own education lacked as much on the physical side as the workers lacked intellectually, he set himself to solving the problem of establishing a common ground of approach for instructors and students. In so doing he found that he not only had to do manual work with his students but that he had to do such work well.

To carry out his scheme Frontier College was founded 25 years ago. From it 900 graduates and undergraduates, mainly from the universities of Canada and the United States, have been sent out to instruct workers on the Dominion frontier. The teachers from the institution do hard manual labor, but in their spare hours instruct their fellow workers, some of whom have not even had elementary schooling.

A quarter of a century's experience has confirmed the college in its belief that "the daily contact of instructors with their fellow workers is the best way to bridge over the gulf, too long existing, between the manual workers and the university." Mr Fitzpatrick is convinced that "the Frontier College instructor has a fundamental place in the educational system of Canada."

Because of their inexperience in manual labor, instructors often have to begin with very low-class jobs; for example, as "cookee" or "water boy" or an "extra gang" train or "chore boy" among the lumberjacks and loggers.

While educational facilities for certain kinds of frontier labor are now available through Government specialists, correspondence courses, and in some cases provisions by employers, there still remain an immense number of workers unreached by these means, who are sorely in need of educational opportunities.

In 1922 the Frontier College secured a charter from the Dominion Parliament, with power to confer degrees.<sup>2</sup> This was not for the purpose of competing with older educational institutions nor to train men for already crowded professions, but to reach men who have been overlooked by the universities—the workers in the shops, the camps, the homesteads, and the farms.

The insanitary shacks of homesteaders, camp bunk houses, despoiled forests, and abandoned farms may all be traced to a lack of education among our boys and girls, in their homes and at their daily tasks.

The general public and also many graduates of universities are regrettably ignorant on such vital matters as unemployment, immigration, settlement, conservation, and reforestation. To promote study on these very important subjects and to correlate the Frontier College courses with practical life, biology has been made compulsory in the first year and forestry in the second.

The failure of homesteaders is attributed to their lack of education in "common-sense" subjects.

The ever-recurring tragedies of disappointed northern hearths and broken homes is our reason for dwelling on these phases of education. We of Frontier College feel that education is worth little that does not have the ultimate aim of fitting men for citizenship.

<sup>2</sup> See MONTHLY LABOR REVIEW, October, 1922, pp. 210, 211.

## LABOR ORGANIZATIONS AND CONGRESSES

### Labor Organization in Australia 1920 to 1924

THE Quarterly Summary of Australian Statistics, September, 1925, published by the Commonwealth Bureau of Census and Statistics, contains (page 61) the following statistics as to trade-union membership:

NUMBER AND MEMBERSHIP OF TRADE-UNIONS IN AUSTRALIA, 1920 TO 1924

State	Trade-unions					Membership				
	1920	1921	1922	1923	1924	1920	1921	1922	1923	1924
New South Wales.....	214	213	217	204	202	277, 519	285, 638	284, 689	267, 299	274, 831
Victoria.....	158	159	169	160	158	187, 100	195, 971	206, 281	206, 049	217, 044
Queensland.....	115	118	118	119	117	103, 784	103, 786	100, 939	109, 153	112, 238
South Australia.....	104	708	106	110	109	55, 958	55, 701	55, 208	60, 786	65, 812
Western Australia.....	121	116	117	115	117	44, 054	45, 334	41, 405	42, 319	43, 270
Tasmania.....	81	79	83	87	84	15, 220	15, 842	14, 346	14, 065	15, 516
Northern Territory.....	3	3	3	2	4	815	737	70	72	444
Total.....	796	796	813	797	791	684, 450	703, 009	702, 938	699, 743	729, 155

### Some Aspects of the Chinese Labor Movement

MR. TA CHEN, a Chinese economist, in an article in *The World To-morrow* (January, 1926, p. 11), calls attention to the dark and bright sides of the present Chinese labor movement. Among the unfavorable aspects he cites the aggravation of the existing social chaos by the multiplication of industrial disputes and strikes and by labor's trend toward radicalism. To him, however, this situation does not seem grave. In his opinion, "social unrest in China to-day seems a necessary maladjustment consequent upon the transition from the old to the new social order." The evils involved will, he thinks, undoubtedly wane when conditions become more stabilized. There is very little likelihood that radicalism will become a permanent force in Chinese society, for as far back as the 11th century certain State communistic experiments were made in the "economic program of Wong An-shih" and failed disastrously. Chinese conservatives, therefore, are seldom easy converts to radical doctrine. The intellectuals also have their doubts about the need for the immediate redistribution of wealth and other extreme communistic measures.

The brighter aspect of the labor situation is the increasing feeling of "class consciousness and group organization." Chinese labor has become convinced that the modern labor union is better than the old guild for improving the workers' economic status. In the city of Canton alone approximately 180 unions with a membership of 80,000 are combined into a general federation of labor. Until

recently the Shanghai Federation of Labor included 30 prosperous labor organizations.

Labor unionism is spreading to China's important industrial and commercial centers, the movement being especially vigorous in the postal, telegraph, and telephone services, railway transportation, steam navigation, and the textile industries. Substantial gains have already been made. The unionized workers have in general been successful in striking for higher wages to meet the increasing cost of living. These workers have generally been successful also "in refusing unjust taxes from the militarists and municipal authorities."

Certain elementary educational facilities provided either by employers or labor organizations are now available to unionists who wish to improve themselves, and it is not unusual for industrial workers to attend the evening schools to learn simplified Chinese, arithmetic, and personal hygiene.

In conclusion, he points out that the labor movement is affecting, and is being affected, by various constructive social forces, among them mass education, the citizenship training movement, and organized social work.

He believes that the unionization of the workers under the right kind of leadership is bound to improve the living conditions of the Chinese wage earners and make for greater social solidarity and progress.



## CONCILIATION AND ARBITRATION

### Conciliation Work of the Department of Labor in January, 1926

By HUGH L. KERWIN, DIRECTOR OF CONCILIATION

THE Secretary of Labor, through the Conciliation Service, exercised his good offices in connection with 40 labor disputes during January, 1926. These disputes affected a known total of 21,644 employees. The table following shows the name and location of the establishment or industry in which the dispute occurred, the nature of the dispute (whether strike or lock-out or controversy not having reached strike or lockout stage), the craft or trade concerned, the cause of the dispute, its present status, the terms of settlement, the date of beginning and ending, and the number of workmen directly and indirectly affected.

On February 1, 1926, there were 55 strikes before the department for settlement and, in addition, 11 controversies which had not reached the strike stage. Total number of cases pending, 66.

LABOR DISPUTES HANDLED BY THE UNITED STATES DEPARTMENT OF LABOR THROUGH ITS CONCILIATION SERVICE, JANUARY, 1926

Company or industry and location	Nature of controversy	Craft concerned	Cause of dispute	Present status and terms of settlement	Duration		Men involved	
					Beginning	Ending	Directly	Indirectly
Kosher butchers, New York City. 31 pipe organ manufacturers, New York City.	Strike.....	Kosher butchers. Organ work.	Renewal of agreement..... Asked \$1.50 minimum per hour; 44-hour week.	Adjusted. Agreement of 1925 renewed. Pending.....	1925 Dec. 20 Dec. 21	1925 Dec. 31	600	-----
Building trades, Indianapolis, Ind. Alfred Schnurr Co., Gallon, Ohio.	Controversy..... do.....	Plastering. Building.....	Annual wage negotiations. Agreement on union labor.	Adjusted. Wage scale for 1925 renewed. Adjusted. Verbal agreement all labor to be union.	Oct. 15 (1)	Dec. 31 (1)	250	-----
Marble masons, Los Angeles, Calif. Building, Columbus, Ga.	Strike..... Controversy.....	Marble masonry. Plumbing.....	Open shop; wages; working conditions. Asked increase and recognition.	Pending..... Adjusted. Six contractors granted demands; remainder of men placed elsewhere.	Dec. 23 Sept. 20	----- (1)	102	20
Atlantic Upholstering & Furniture Co., Philadelphia, Pa.	Strike.....	Upholstering.....	Asked \$26.50 per week.....	Adjusted. Compromised on \$26 per week.	Dec. 21	1926 Jan. 19	10	-----
Marvel Shirt Co., New York City. Mitchell-Welch Shoe Co., Lynn, Mass.	Controversy..... Strike.....	Shirt making. Shoe making.	Work sent to nonunion shops. (1)	Unclassified. Mediation not practicable. Pending.....	1926 (1)	-----	5	35
Weissman Shop, Brooklyn, N. Y. Kopp, Feldman & Kopp, Passaic, N. J.	do..... do.....	do..... Garment trade.	Discharge of 14 fitters. Protest against overtime.	do..... do.....	(1) (1)	-----	53 (1)	27
100 plants of tuckers and pleaters, New York City. B. V. Collins Marble Co., Los Angeles, Calif.	Threatened strike. Strike.....	Tucking and pleating. Tile setting.....	Renewal of wage agreement. Nonunion tile setters employed; sympathy with marble masons.	Adjusted. Two-year agreement concluded fixing wages and working conditions. Pending.....	Jan. 25 Jan. 1	Jan. 30	4,500	-----
Commonwealth and two other companies, Boston, Mass. Trimount Clothing Co., Boston, Mass.	do..... do.....	Clothing industry. do.....	Wage dispute..... Wages and working conditions.	do..... Adjusted. Terms not reported.	Jan. 20 do.	----- Jan. 25	180 400	-----
Botany Worsted Mills, Passaic, N. J. Louis Cohen, New York City.	do..... do.....	Textile industry. Ladies' coats.....	Asked restoration of 10 per cent cut; hours; union recognition. Work sent to contract shops.	Pending..... Unclassified. Settled by impartial chairman, who decided work must be done on premises.	Jan. 25 (1)	----- (1)	3,200	930
200 millinery shops, New York City. Kux & Blivels, Cleveland, Ohio.	do..... do.....	Millinery trade. Garment industry.....	Wages, organization; working conditions. Wages and working conditions.	Pending. 110 shops have signed union agreements. Pending.....	Jan. 19 (1)	-----	2,500	-----

[720]

Unclassified. Settled before arrival





## Activities of the Railroad Labor Board, 1920 to 1925

THE United States Railroad Labor Board has just issued a report<sup>1</sup> covering its activities since the establishment of the board in April, 1920. The report traces the course of legislation (acts of 1888 and 1898, Newlands Act of 1913, Adamson law, act creating the United States Railroad Administration) leading up to the passage of the transportation law of 1920 which authorized the creation of the board.

From the date of its establishment up to the end of 1925, disputes referred to the board numbered 13,941. Of this number, 6,006 were local questions and 7,935 were of a general nature affecting large groups of railroads. During the period under review the board has disposed of 13,447. Some 912 disputes never reached the status of regularly docketed cases.

The questions considered by the board have included those of rates of wages, working conditions, employee representation, contract work, discipline of individual employees, and grievances resulting from inability of the parties to agree upon the proper application of existing rules or practices or of the decisions of the board. In view of the fact that the decisions of the board are not legally enforceable, it is felt by the board that "the degree to which its decisions have been respected is truly remarkable."

<sup>1</sup> United States. Railroad Labor Board. Report, Apr. 15, 1920, to Dec. 31, 1925, [and] previous legislation covering adjustment of railway labor disputes. [Chicago, 1926?] 10 pp.

## IMMIGRATION

### Statistics of Immigration for December, 1925

By J. J. KUNNA, CHIEF STATISTICIAN UNITED STATES BUREAU OF IMMIGRATION

IN DECEMBER, 1925, a total of 32,305 aliens (21,089 immigrant and 11,216 nonimmigrant) was admitted and 21,503 (8,840 emigrant and 12,663 nonemigrant) departed. The increase to the alien population of the United States for this month was 10,802, as compared with 23,032 for the previous month, 27,174 for October, 30,117 for September, 18,956 for August, and 6,268 for July. In these six months, about 523 aliens left the country for every 1,000 aliens admitted, the net increase in immigration for the half year being 116,349. During the same period of 1924, the ratio was 581 aliens departed to every 1,000 admitted and the net increase in immigration was 97,389.

During the six months ended December 31, 1925, 243,961 aliens were admitted to the United States. Of this number, 137,686, or 56 per cent, entered the country at the port of New York; 75,793, or 31 per cent, at the border-land ports; and 30,482, or 13 per cent, at the other ports. Sixty-nine per cent of the 127,612 departed in this period left via the port of New York, the greater part of this number going to Europe.

The number of aliens debarred from entering the United States during the same six months, July to December last, was 11,051, but only 1,497 were rejected at the seaports, the remaining 9,554 having been turned back at the land-border stations. A more efficient sifting of aliens abroad is shown in the ratio of rejections at seaports where only 9 of every 1,000 applicants for admission were rejected in the last six months of 1925 as compared with 19 of every 1,000 rejected in the same period of 1924. Nearly 80 per cent of these seaport rejections were on account of lack of proper immigration visas and represented largely stowaways and seamen seeking permanent admission to the United States. In other words, only about 2 of every 1,000 applicants, or two-tenths of 1 per cent, of those who had secured proper visas from American consuls were found inadmissible.

In the six months from July to December last, 5,053 aliens were arrested and deported from the United States for various causes under the immigration laws. Of this number, 2,667 were returned to Europe; 981 to Canada; 824 to Mexico; and 223 to other countries on the Western Hemisphere. China received 165 of the 297 deportees sent to Asia, and only 61 were sent to Africa, Australia, and the Pacific Islands.

Figures for the first half of the current fiscal year—July 1 to December 31, 1925—show 77,686 quota immigrants admitted, or 47 per cent of the annual quota of 164,667. Germany, with the greatest number of this class of admissions, furnished 24,451, and is followed

by Great Britain and Northern Ireland, with 14,137; Irish Free State, 13,956; Sweden, 4,289; Poland, 3,476; Norway, 2,919; and Italy, 2,142.

A total of 6,456 aliens "ineligible to citizenship" were admitted during the same six months, the classes within which comprehended being as follows:

TABLE 1.—ALIENS "INELIGIBLE TO CITIZENSHIP" ADMITTED JULY 1 TO DECEMBER 31, 1925

Class	Chinese	East Indians	Japanese	Koreans	Pacific Islanders	Total
Government officials, their families, attendants, servants, and employees.....	74	11	257			342
Temporary visitors for business or pleasure.....	208	45	483	3	36	775
Persons in continuous passage through the United States.....	1,964	8	326		1	2,299
To carry on trade under existing treaty.....	48		65			113
Residents of the United States returning from a temporary visit abroad.....	752	10	1,586	7	2	2,357
Ministers and professors and their wives and children.....	13		52	1		66
Students.....	280	31	63	16	2	392
Under Chinese exclusion law (court decision).....	112					112
Total.....	3,451	105	2,832	27	41	6,456

TABLE 2.—INWARD AND OUTWARD PASSENGER MOVEMENT, JULY 1 TO DECEMBER 31, 1925

Period	Inward					Aliens debarred from entering <sup>1</sup>	Outward					Aliens deported after landing <sup>1</sup>
	Aliens admitted			United States citizens arrived	Total		Aliens departed			United States citizens departed	Total	
	Immigrant	Non-immigrant	Total				Emigrant	Non-emigrant	Total			
July.....	18,590	14,177	32,767	26,326	59,093	2,000	8,784	17,715	26,499	66,136	92,635	919
August.....	22,421	17,052	39,473	49,922	89,395	1,774	7,539	12,978	20,517	37,185	57,702	940
September.....	26,721	23,081	49,802	68,500	118,302	1,429	7,200	12,485	19,685	24,369	44,054	855
October.....	28,685	19,427	48,112	35,413	83,525	1,965	7,674	13,204	20,938	24,227	45,165	909
November.....	26,642	14,860	41,502	23,118	64,620	1,951	6,555	11,915	18,470	18,039	36,509	835
December.....	21,089	11,216	32,305	18,027	50,332	1,932	8,840	12,663	21,503	19,274	40,777	595
Total.....	144,148	99,813	243,961	221,306	465,267	11,051	46,592	81,020	127,612	189,230	316,842	5,053

<sup>1</sup> These aliens are not included among arrivals, as they were not permitted to enter the United States.

<sup>2</sup> These aliens are included among aliens deported, they having entered the United States, legally or illegally, and later being deported.

TABLE 3.—LAST PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED TO, AND FUTURE PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING DECEMBER, 1925, AND FROM JULY 1 TO DECEMBER 31, 1925, BY COUNTRY

[Residence for a year or more is regarded as permanent residence]

Country	Immigrant		Emigrant	
	December, 1925	July to December, 1925	December, 1925	July to December, 1925
Albania.....	8	75	4	181
Austria.....	73	384	26	244
Belgium.....	50	381	32	254
Bulgaria.....	16	99	1	37
Czechoslovakia.....	304	1,812	74	996
Danzig, Free City of.....	19	124		1



TABLE 3.—LAST PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED TO, AND FUTURE PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING DECEMBER, 1925, AND FROM JULY 1 TO DECEMBER 31, 1925, BY COUNTRY—Continued

Country	Immigrant		Emigrant	
	December, 1925	July to December, 1925	December, 1925	July to December, 1925
Denmark.....	81	1,091	135	438
Estonia.....	12	69		7
Finland.....	52	264	39	228
France, including Corsica.....	305	2,290	62	543
Germany.....	4,286	24,268	295	1,944
Great Britain and Northern Ireland:				
England.....	702	5,144	319	2,820
Northern Ireland.....	16	164	2	152
Scotland.....	1,226	6,408	131	897
Wales.....	130	630	2	20
Greece.....	131	587	390	3,335
Hungary.....	98	492	43	435
Irish Free State.....	1,236	12,745	54	508
Italy, including Sicily and Sardinia.....	715	4,274	3,451	13,204
Latvia.....	35	198	1	26
Lithuania.....	44	412	8	216
Luxemburg.....	6	66		3
Netherlands.....	136	886	23	223
Norway.....	341	2,770	489	1,305
Poland.....	923	3,653	137	1,803
Portugal, including Azores, Cape Verde, and Madeira Islands.....	53	310	580	2,267
Rumania.....	135	617	60	775
Russia.....	168	880	2	67
Spain, including Canary and Balearic Islands.....	15	200	314	1,657
Sweden.....	366	3,959	158	590
Switzerland.....	142	1,022	36	241
Turkey in Europe.....	20	138		19
Yugoslavia.....	103	593	177	1,433
Other Europe.....	36	137	1	31
Total, Europe.....	11,983	77,351	7,046	36,902
Armenia.....	1	5	3	24
China.....	157	1,022	296	1,728
India.....	5	59	13	75
Japan.....	36	324	120	636
Palestine.....	20	132	8	110
Persia.....	1	21	1	23
Syria.....	45	224	4	175
Turkey in Asia.....	2	3	7	83
Other Asia.....	6	54		32
Total, Asia.....	273	1,844	452	2,886
Canada.....	6,808	46,886	141	1,139
Newfoundland.....	143	1,164	51	183
Mexico.....	1,358	12,251	336	1,690
Cuba.....	75	1,092	297	1,144
Other West Indies.....	56	551	280	1,194
Central America.....	63	785	35	311
Brazil.....	107	479	30	119
Other South America.....	148	1,171	129	687
Other America.....		4		1
Total, America.....	8,758	64,383	1,299	6,468
Egypt.....	7	130	4	27
Other Africa.....	19	139	5	46
Australia.....	27	193	18	164
New Zealand.....	18	91	14	86
Other Pacific Islands.....	4	17	2	13
Total, others.....	75	570	43	336
Grand total, all countries.....	21,089	144,148	8,840	46,592

TABLE 4.—IMMIGRANT ALIENS ADMITTED TO AND EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING DECEMBER, 1925, AND FROM JULY 1 TO DECEMBER 31, 1925, BY RACE OR PEOPLE, SEX, AND AGE GROUP

Race or people	Immigrant		Emigrant	
	December, 1925	July to December, 1925	December, 1925	July to December, 1925
African (black).....	58	473	99	587
Armenian.....	49	407	3	53
Bohemian and Moravian (Czech).....	283	1,434	60	513
Bulgarian, Serbian, and Montenegrin.....	59	280	122	940
Chinese.....	123	780	298	1,661
Croatian and Slovenian.....	80	417	49	399
Cuban.....	28	693	222	790
Dalmatian, Bosnian, and Herzegovinian.....	4	30	32	285
Dutch and Flemish.....	229	1,560	63	536
East Indian.....	6	31	11	43
English.....	3,197	22,823	524	3,921
Finnish.....	65	378	37	239
French.....	1,408	11,550	99	651
German.....	5,065	28,521	318	2,355
Greek.....	164	728	394	3,363
Hebrew.....	1,179	5,380	16	223
Irish.....	2,527	21,413	70	785
Italian (north).....	122	708	223	1,949
Italian (south).....	686	4,048	3,231	11,252
Japanese.....	29	295	117	627
Korean.....	5	17	1	16
Lithuanian.....	29	229	8	228
Magyar.....	135	602	46	557
Mexican.....	1,316	11,948	337	1,671
Pacific Islander.....	2	2	1	1
Polish.....	287	1,484	138	1,719
Portuguese.....	62	379	584	2,304
Rumanian.....	22	164	58	686
Russian.....	83	530	33	352
Ruthenian (Russniak).....	58	270	3	41
Scandinavian (Norwegians, Danes, and Swedes).....	1,104	9,183	801	2,478
Scotch.....	2,223	13,815	178	1,190
Slovak.....	51	364	16	527
Spanish.....	30	373	357	1,958
Spanish American.....	125	1,440	154	767
Syrian.....	41	243	7	204
Turkish.....	2	55	10	124
Welsh.....	130	711	7	58
West Indian (except Cuban).....	20	199	106	366
Other peoples.....	5	191	8	203
Total.....	21,089	144,148	8,840	46,592
Male.....	10,833	74,029	7,349	34,023
Female.....	10,256	70,119	1,491	12,569
Under 16 years.....	3,912	24,875	276	2,101
16 to 44 years.....	14,913	104,747	7,102	35,145
45 years and over.....	2,264	14,526	1,462	9,345

TABLE 5.—ALIENS ADMITTED TO THE UNITED STATES UNDER THE IMMIGRATION ACT OF 1924, DURING DECEMBER, 1925, AND FROM JULY 1 TO DECEMBER 31, 1925, BY COUNTRY OR AREA OF BIRTH

[Quota immigrant aliens are charged to the quota; nonimmigrant and nonquota immigrant aliens are not charged to the quota]

Country or area of birth	Annual quota	Admitted					Grand total, July to December, 1925
		Quota immigrant		Nonimmigrant and nonquota immigrant		Total during December, 1925	
		July to December, 1925	December, 1925	July to December, 1925	December, 1925		
Albania.....	100	52	2	295	41	43	347
Andorra.....	100	1		2			3
Austria.....	785	455	65	826	101	166	1,281
Belgium.....	<sup>1</sup> 512	259	40	928	81	121	1,187
Bulgaria.....	100	63	11	85	12	23	148
Czechoslovakia.....	3,073	1,828	354	1,605	195	549	3,433
Danzig, Free City of.....	228	120	19	21	2	21	141
Denmark.....	<sup>1</sup> 2,789	1,203	117	1,131	81	198	2,334
Estonia.....	124	67	7	47	7	14	114
Finland.....	471	253	53	810	55	108	1,063
France.....	<sup>1</sup> 3,954	1,967	278	3,564	361	639	5,531
Germany.....	51,227	24,451	4,389	6,407	631	5,020	30,858
Great Britain and Northern Ireland:							
England.....	<sup>1</sup> 34,007	6,197	951	13,967	1,263	2,214	20,164
Northern Ireland.....		421	56	225	30	86	646
Scotland.....		6,862	1,314	4,768	440	1,754	11,630
Wales.....		657	123	566	53	176	1,223
Greece.....	100	64	10	1,549	308	318	1,613
Hungary.....	473	326	74	867	120	194	1,193
Iceland.....	100	25	4	16		4	41
Irish Free State.....	28,567	13,956	1,438	3,261	216	1,654	17,217
Italy.....	<sup>1</sup> 3,845	2,142	339	13,183	1,621	1,960	15,325
Latvia.....	142	90	16	133	8	24	223
Liechtenstein.....	100	5	1			1	5
Lithuania.....	344	211	37	386	63	100	597
Luxemburg.....	100	45	7	62	2	9	107
Monaco.....	100	2	1	7	1	2	9
Netherlands.....	<sup>1</sup> 1,648	789	129	1,303	152	281	2,092
Norway.....	6,453	2,919	388	1,616	129	517	4,535
Poland.....	5,982	3,476	842	2,731	439	1,281	6,207
Portugal.....	<sup>1</sup> 503	252	44	1,170	157	201	1,422
Rumania.....	603	351	88	780	101	189	1,131
Russia.....	<sup>1</sup> 2,248	1,054	202	1,740	332	534	2,794
San Marino.....	100	2		1			3
Spain.....	<sup>1</sup> 131	93	6	2,618	350	356	2,711
Sweden.....	9,561	4,289	416	2,037	92	508	6,326
Switzerland.....	2,081	939	145	1,328	117	262	2,267
Turkey in Europe.....	<sup>1</sup> 100	73	7	579	81	88	652
Yugoslavia.....	671	325	63	1,248	219	282	1,573
Other Europe.....	( <sup>1</sup> )	137	40	87	21	61	224
Total, Europe.....	<sup>1</sup> 161,422	76,421	12,076	71,949	7,882	19,958	148,370
Afghanistan.....	100			1			1
Arabia.....	100	5		2			7
Armenia.....	124	36	3	83	9	12	119
Bhutan.....	100						
China.....	100	94	11	3,500	635	646	3,594
India.....	100	59	3	283	25	28	342
Iraq (Mesopotamia).....	100	16		10	1	1	26
Japan.....	100	11	1	2,812	469	470	2,823
Muscat.....	100			1			1
Nepal.....	100						
Palestine.....	100	49	3	149	27	30	198
Persia.....	100	62	3	55	10	13	117
Siam.....	100			10	2	2	10
Syria.....	100	57	4	545	103	107	602
Turkey in Asia.....	( <sup>1</sup> )	9	1	169	25	26	178
Other Asia.....	( <sup>1</sup> )	120	19	128	24	43	248
Total, Asia.....	1,424	518	48	7,748	1,330	1,378	8,266

<sup>1</sup> Annual quota for colonies, dependencies, or protectorates in Other Europe, Other Asia, Other Africa, Other Pacific, and in America, is included with the annual quota for the European country to which they belong. Quota for Turkey in Asia is included with that for Turkey in Europe.



TABLE 5.—ALIENS ADMITTED TO THE UNITED STATES UNDER THE IMMIGRATION ACT OF 1924, DURING DECEMBER, 1925, AND FROM JULY 1 TO DECEMBER 31, 1925, BY COUNTRY OR AREA OF BIRTH—Continued

Country or area of birth	Annual quota	Admitted					Grand total, July to December, 1925
		Quota immigrant		Nonimmigrant and nonquota immigrant		Total during December, 1925	
		July to December, 1925	December, 1925	July to December, 1925	December, 1925		
Cameroon (British)	100						
Cameroon (French)	100						
Egypt	100	58	2	76	5	7	134
Ethiopia	100	1		1			2
Liberia	100	2		9			11
Morocco	100	8	4	9		4	17
Ruandi and Urundi	100						
South Africa	100	67	8	160	26	34	227
South West Africa	100	1		1			2
Tanganyika	100						
Togoland (British)	100						
Togoland (French)	100						
Other Africa	(1)	18	3	46	3	6	64
Total, Africa	1,200	155	17	302	34	51	457
Australia	121	78	6	1,606	175	181	1,684
Nauru	100						
New Zealand	100	61	14	560	63	77	621
New Guinea	100						
Samoa	100						
Yap	100			2	1	1	2
Other Pacific	(1)	7	3	82	14	17	80
Total, Pacific	621	146	23	2,250	253	276	2,396
Canada				47,144	6,429	6,429	47,144
Newfoundland				2,104	247	247	2,104
Mexico				20,973	2,576	2,576	20,973
Cuba				5,542	489	489	5,542
Dominican Republic				465	30	30	465
Haiti				125	10	10	125
British West Indies	(1)	343	46	2,342	196	242	2,685
Dutch West Indies	(1)	10	1	75	11	12	85
French West Indies	(1)	12	3	27	3	6	39
British Honduras	(1)	30	5	55	4	9	85
Canal Zone				10	2	2	10
Other Central America				1,678	177	177	1,678
Brazil				623	84	84	623
British Guiana	(1)	43	6	79	2	8	122
Dutch Guiana	(1)	2		7	1	1	9
French Guiana	(1)						
Other South America				2,641	288	288	2,641
Greenland	(1)			4			4
Miquelon and St. Pierre	(1)	6		20	1	1	26
Total, America		466	61	83,914	10,550	10,611	84,360
Grand total, all countries	164,667	77,686	12,225	166,163	20,049	32,274	243,849

<sup>1</sup> Annual quota for colonies, dependencies, or protectorates in Other Europe, Other Asia, Other Africa, Other Pacific, and in America, is included with the annual quota for the European country to which they belong. Quota for Turkey in Asia is included with that for Turkey in Europe.

<sup>2</sup> Does not include 112 Chinese aliens admitted under court decision.

TABLE 6.—ALIENS ADMITTED TO THE UNITED STATES UNDER THE IMMIGRATION ACT OF 1924, DURING THE SIX MONTHS ENDED DECEMBER 31, 1925, BY SPECIFIED CLASSES

[The number of immigrants appearing in this table and in Table 5 is not comparable with the number of statistical immigrant aliens shown in the other tables, by races, etc.]

Classes	Number admitted
<b>Nonimmigrants under section 3:</b>	
Government officials, their families, attendants, servants, and employees.....	3, 166
Temporary visitors for—	
Business.....	8, 965
Pleasure.....	19, 170
In continuous passage through the United States.....	11, 342
To carry on trade under existing treaty.....	212
<b>Total.....</b>	<b>42, 855</b>
<b>Nonquota immigrants under section 4:</b>	
Wives of United States citizens.....	2, 446
Children of United States citizens.....	2, 132
Residents of the United States returning from a temporary visit abroad.....	46, 967
Natives of Canada, Newfoundland, Mexico, Cuba, Haiti, Dominican Republic, Canal Zone, or an independent country of Central or South America.....	1 67, 823
Their wives.....	472
Their children.....	113
Ministers of religious denominations.....	378
Wives of ministers.....	136
Children of ministers.....	259
Professors of colleges, academies, seminaries, or universities.....	111
Wives of professors.....	27
Children of professors.....	16
Students.....	1, 428
<b>Total.....</b>	<b>123, 308</b>
<b>Quota immigrants under section 5 (charged to quota).....</b>	<b>77, 686</b>
<b>Grand total admitted under the act.....</b>	<b>243, 849</b>

<sup>1</sup> Does not include aliens born in nonquota countries who were admitted as Government officials, visitors, transients, returning residents, etc.

# Polish People in the United States: A Selected Bibliography

Compiled by ALICE M. KENTON<sup>1</sup>

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WOJCIESZAK, K. W.

Polish group in America.

The Interpreter, October, 1924, pp. 8-10.

A brief résumé of Polish immigration.

## Immigration

BURR, C. S.

America's Race Heritage. New York, National Historical Society, 1922.

"An account of the diffusion of ancestral stocks in the United States during three centuries of national expansion and a discussion of its significance."

CAMERON, C. O.

The New Poland. Chicago, National Polish Department of America, 1919.

"America's millions of Polish descent take pride in four centuries of noblest service," pp. 87-93. A brief history of the early Polish families in America.

FOX, PAUL.

The Poles in America. New York, George H. Doran Co., 1922.

"Polish immigration to the United States and its distribution," pp. 55-65.

HARKNESS, G. E.

The Church and the Immigrant. New York, George H. Doran Co., 1921.

"The Immigrant in Europe," pp. 15-27. Pages 20 and 26 discuss the reasons for Slavic immigration.

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Immigration and Labor; the Economic Aspects of European Immigration to the United States. New York, G. P. Putnam Sons, 1912.

MCLAUGHLIN, ALLAN.

Slavic immigrant.

Popular Science Monthly, May, 1903, pp. 25-32.

Gives reasons for the Polish desire to emigrate.

<sup>1</sup> This bibliography was prepared in connection with the course given by the Library School of the University of Wisconsin.



## DOMESTIC AND FOREIGN MISSIONARY SOCIETY.

Neighbors: Studies in Immigration from the Standpoint of the Episcopal Church. New York, 1920.

"The prayerbook in many tongues," pp. 183-213. Gives the historic reasons for Polish immigration.

## POLISH EXILES.

New England Magazine, January, 1835, pp. 33-40.

Describes the distressing situation of the first Polish emigrants, exiles, after a Polish revolution.

## ROBERTS, K. L.

East is east.

Saturday Evening Post, February 23, 1924, pp. 6, 7.

The reasons for the Polish desire to emigrate are explained.

## Distribution

## BIERSTADT, E. H.

Aspects of Americanization. Stewart Kidd Co., 1922.

In Appendix F figures of ethnic colonization are given.

## BURCH, H. R., and PATTERSON, S. H.

Problems of American Democracy. New York, The Macmillan Co., 1922.

"Americans, old and new," pp. 157-166. A brief mention of the number of Poles and where they settle.

## CANCE, A. E.

Immigrant rural communities.

Annals of the American Academy of Political and Social Science, March, 1912, pp. 76-78.

Location and characteristics of Polish farmers.

## CHICAGO COMMUNITY TRUST.

Americanization in Chicago. Chicago, 1920.

A survey giving number of Poles in Chicago according to the school census.

## GROSE, H. B.

Aliens or Americans? New York, Methodist Book Concern, 1912.

"The eastern invasion," pp. 159-162. Distribution of Poles in the different States and the occupations they followed in 1904.

## GROVE, J. K.

Polish group in the United States.

Annals of the American Academy of Political and Social Science, January, 1921, pp. 153-156.

## JENKS, J. W., and LAUCK, W. J.

The Immigrant Problem. New York, Funk & Wagnalls Co., 1912.

"Recent immigrants in agriculture," pp. 80-103. Pages 92 and 93 give the location of the Polish farmers and the type of crops raised in each place.

## UNITED STATES. Immigration Commission.

Brief statement of the conclusions and recommendations of the Immigration Commission, with views of the minority. Washington, 1910.

Gives briefly the general location of Polish farmers, with the type of land generally settled upon.

## Statistics

## DE BOGORY, NATALIE.

The turning of the tide.

Outlook, January 24, 1923, pp. 181-183.

Figures on immigration and emigration of the Poles for 1922, with brief reasons for emigration.

## THE TERRORS OF ELLIS ISLAND.

Literary Digest, July 7, 1923, p. 17.

Gives the number of Poles to be admitted in 1922 and 1923, based on the census of 1890.

## UNITED STATES. Department of Commerce. Bureau of the Census.

Fourteenth census of the United States. Washington, 1920.

— Immigration Commission. Reports, 1907-1910. Washington, 1911.

## WILCOX, E. V.

Hand-picked immigrants.

Country Gentleman, March 6, 1920, pp. 3, 4.

Gives number of Poles emigrating from the United States from 1906 to 1919. Arguments are presented for the careful choosing of immigrants, especially for the help of the farmer.

## WORLD ALMANAC, 1923. New York, Press Publishing Co.

Contains data on number of Poles in the United States in 1920, by States, Polish immigration for 1914 to 1922, and Polish emigration for 1922.

## Character

- BALCH, E. G.**  
Our Slavic Fellow Citizen. New York, Charities Publishing Committee, 1910.  
"Polish farmers," pp. 473, 474. The promising characteristics of the Poles are enumerated.
- BOGARDUS, E. S.**  
Essentials of Americanization. Los Angeles, University of Southern California Press, 1919.  
"The Slavic Immigrant," pp. 147-158. Gives the characteristics of the Poles.
- CLAGHOEN, K. H.**  
Immigrant's Day in Court. New York, Harper & Bros., 1923.  
Discusses the Polish immoral family life and violation of law, giving reasons for both conditions.
- CONKLIN, E. G.**  
Some biological aspects of immigration.  
Scribners, March, 1921, pp. 352-359.  
Gives briefly the rank of the Poles in "gainful crimes."
- DANIELS, JOHN.**  
America via the Neighborhood. New York, Harper & Bros., 1920.  
"The outcome," pp. 419-463. Shows how the Polish immigrant has developed into a real neighbor and citizen of Hopeville, Mass.
- GROSE, H. B.**  
Incoming Millions. Chicago, Fleming H. Revell & Co., 1906.  
"The immigrants in their new home," pp. 56-61. A long general characterization of the Slav peoples.
- KALLEN, H. M.**  
Culture and Democracy in the United States. New York, Boni & Liveright, 1924.  
"Democracy versus the melting-pot," pp. 67-125. Scattered references to the racial characteristics of the Poles.
- KOZICKI, STANISLAS.**  
Social Evolution of Poland in the Nineteenth Century. Hodder, 1918.  
Shows what the Polish farmer will be like in America.
- LEDBETTER, E. E.**  
Polish immigrant and the library.  
Library Journal, January 15, 1922, p. 67-70; June 1, 1922, pp. 496-498.
- MCLANAHAN, SAMUEL.**  
Our People of Foreign Speech. Chicago, Fleming H. Revell & Co., 1904.  
Page 48 gives the general characteristics of the Poles.
- NIGHT SCHOOLS FOR AMERICANIZING IMMIGRANTS.**  
The Immigrants in America Review, April, 1916, pp. 35-37.  
Two letters of Poles are quoted to show the Polish desire for education and Americanization.
- PARK, R. E., and MILLER, H. A.**  
Old World Traits Transplanted. New York. Harper & Bros., 1921.  
"Types of community influence," pp. 225-258. The Polish community is shown to be lacking in Americanizing influences.
- RADOSAVLJEVICH, P. R.**  
Who are the Slavs? Boston, Richard G. Badger, 1919.  
Volume 1 characterizes the Polish race.
- ROBERTS, PETER.**  
The problem of Americanization. New York, The Macmillan Co., 1920.  
A brief characterization of the Polish boy of the first and second generation is given, pp. 152-177.
- ROSS, E. A.**  
The Old World in the New. New York, Century Co., 1914.  
"The Slavs," pp. 120-140. A general characterization of the Poles, showing their possibilities as American citizens.
- SCHUSTER, MERLE.**  
A Polish immigrant accedes to Mrs. Astor's throne.  
Boston Evening Transcript, June 6, 1925, part 5, pp. 1-3.
- SMITH, R. M.**  
Emigration and Immigration. New York, Charles Scribner's Sons, 1890.  
Gives something of the Polish standard of living, pp. 123-146.

STEINER, E. A.

**The Immigrant Tide, Its Ebb and Flow.** Chicago, Fleming H. Revell & Co., 1909.

Gives in the historic background of the Slavic people an explanation of the characteristics observed in America. See chapters on the "Slav in the immigrant problem," pp. 203-214; "The Slav in historic christianity," pp. 215-226.

— **On the Trail of the Immigrant.** Chicago, Fleming H. Revell & Co., 1906.

"The Slavs at home," pp. 179-197. "The Slavic invasion," pp. 198-212. Gives also a characterization of the Polish race as distinct from the Slavs.

— **Slovak and Pole in America.**

Outlook, March 7, 1903, pp. 555-564

THOMAS, W. I.

**Five Polish peasant letters.**

**The Immigrants in America Review, April, 1916, pp. 58-63.**

These letters are quoted to show that the men who do the heaviest work in the mines and mills and the women who scrub the public buildings have an inner life of unsuspected refinement and an unlimited capacity for development.

— **The Polish Peasant in Europe and America.** Chicago, University of Chicago Press, 1918.

A treatment of the psychology and organization of the Polish-American community is found in volume 5. The other volumes deal with the peasant in Poland.

WINTER, N. O.

**Poland of To-day and Yesterday.** Boston, Page Co., 1913.

"The Poles in America," pp. 323-335.

ZNANIECKI, FLORIAN.

**Social attitudes of the peasant and the problem of his Americanization.**

**The Immigrants in America Review, July, 1916, pp. 32-38.**

Helps to make clear how the Polish peasant, usually an advanced individualist, can be made, to fit into his new environment.

### Education

BRECKINRIDGE, S. P.

**New Homes for Old.** New York, Harper & Bros., 1921.

"Organizations and family problems," pp. 187-221. An account of the work of the Association of Polish Women of the United States. Pages 327 to 329 give a list of the Polish organizations in the United States.

FOX, PAUL.

**The Poles in America.** New York, George H. Doran Co., 1922.

"Social conditions and educational forces," pp. 81-103. Pages 92 to 103 discuss the parochial, public secondary, and night schools and the Polish press.

LEDBETTER, E. E.

**The Polish Immigrant and his Reading.** Chicago, American Library Association, 1924.

— **Winning Friends and Citizens for America; Work with Poles, Bohemians, and others.** Cleveland, Immigrant Publication Society, 1918.

An account of library work done with these people in Cleveland.

McCLURE, ARCHIBALD.

**Leadership of the New America.** New York, George H. Doran Co., 1916.

"The Poles," pp. 68-83.

NATIONAL AMERICANIZATION COMMITTEE.

**Americanizing a City.** Detroit, National Americanization Committee, 1915.

A little of the attempts at Polish education in Detroit.

PARK, R. E.

**Immigrant Press and its Control.** New York, Harper & Bros., 1922.

Information about Polish papers in America.

SHRIVER, W. P.

**Immigrant Forces: Factors in the New Democracy.** New York, Missionary Education Movement, 1913.

"The new communities," pp. 75-97. Educational opportunities for the Polish children in the east, pp. 86, 87.

SPEEK, P. A.

**A Stake in the Land.** New York, Harper & Bros., 1921.

Gives a list of communities studied, Polish, etc. Refers especially to parochial and English schools.



## Religion

- BURGESS, THOMAS.**  
*Foreigners or Friends.* New York, Protestant Episcopal Church, Department of Missions and Church Extension, 1921.  
 The religion of the Poles, pp. 89-92.
- FOX, PAUL.**  
*The Pole in America.* New York, George H. Doran Co., 1922.  
 "Religious conditions," pp. 105-134.
- GROSE, H. B.**  
*Aliens or Americans?* New York, Methodist Book Concern, 1912.  
 The religion of the Poles, pp. 172-174.
- MCCLURE, ARCHIBALD.**  
*Leadership of the New America.* New York, George H. Doran Co., 1916.  
 "The Poles," pp. 68-83.
- MC LANAHAN, SAMUEL.**  
*Our People of Foreign Speech.* Chicago, Fleming H. Revell & Co., 1904.  
 "The Slavic group," pp. 5-60.
- PARK, R. E., and MILLER, H. A.**  
*Old World Traits Transplanted.* New York, Harper & Bros., 1921.  
 "The immigrant community," pp. 145-224.
- PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA.**  
*Neighbors: Studies in immigration from the standpoint of the Episcopal Church.* New York, Domestic and Foreign Missionary Society, 1920.  
 Pages 197 to 199 deal with the religion of the Poles from the viewpoint of this particular church.
- RICHMON, VIOLA.**  
*Work among the Poles [of Philadelphia].*  
*The Immigrants in America Review*, July, 1916, pp. 65, 66.
- SHRIVER, W. P.**  
*Immigrant Forces: Factors in the New Democracy.* New York, Missionary Education Movement, 1913.  
 The religion of the Poles in the eastern part of the United States, pp. 87, 88.

## Occupations

## Agriculture

- ALLEN, Mrs. W. F.**  
*A Polish pioneer's story.*  
*The Wisconsin Magazine of History*, June, 1923, pp. 373-385.  
 The history of the founding of the town of Pulaski, Wis.
- BALCH, E. G.**  
*Our Slavic Fellow Citizen.* New York, Charities Publication Committee, 1910.  
 History of the individual colonists, then of the Polish settlements in Wisconsin and Texas, pp. 205-235; "Slavs as farmers," pp. 317-348.
- BRECKINRIDGE, S. P.**  
*New Homes for Old.* New York, Harper & Bros., 1921.  
 A brief description of the Polish agricultural settlement at Rolling Prairie, Ind., pp. 1-18.
- BREWER, D. C.**  
*Important facts regarding recent immigration.*  
*New York Times Current History*, July, 1921, pp. 600-605.  
 Deals chiefly with the raising of tobacco in the Connecticut Valley by the Poles; also some information concerning those who are employed in the factories of New England.
- BROWN, R. S.**  
*Two glimpses of the New England Pole.*  
*Forum*, February, 1914, p. 286.
- CANCA, ALEXANDER.**  
*Slav farmers on the abandoned farm area of Connecticut.*  
*Survey*, October 7, 1911, pp. 951-956.
- CANCE, A. E.**  
*Immigrant rural communities.*  
*Annals of the American Academy of Political and Social Science*, March, 1912, pp. 69-80.

- DANIELS, R. L.  
Poles in Texas.  
Lippincott's Magazines, March, 1883, pp. 297-302.
- DAVIS, PHILLIP.  
Immigration and Americanization. Boston, Ginn & Co., 1920.  
How and why the Poles first came to the Connecticut valley farms in Massachusetts, pp. 155-169.
- FOX, PAUL.  
The Poles in America. New York, George H. Doran Co., 1922.  
"Economic conditions of Polish immigrants in the United States," pp. 67-79.
- HASKIN, F. J.  
The Immigrant; an Asset and a Liability. Chicago, Fleming H. Revell & Co., 1913.  
Section on "The foreigner on the farm," pp. 131-138, tells briefly of the Polish tendency to turn to agriculture, the most recent move being toward the abandoned farms in New England.
- HODGES, LE ROY.  
Poles of Texas: Their effect on the State's agricultural development.  
Texas Magazine, December, 1912, pp. 117-120.  
— Slavs on southern farms. Washington, Government Printing Office, 1914.
- KRAITSIR, C. V.  
The Poles in the United States of America, preceded by the earliest history of the Slavonians and by the history of Poland. Philadelphia, Kiderlen, 1837.
- MOORE, H. H.  
Black dirt people.  
Outlook, December 25, 1909, pp. 949-957.  
The life of the Poles on the onion fields of Florida, N. Y.
- MORSE, W. N.  
Earning a valley.  
Outlook, September 10, 1910, pp. 80-86.  
The farming Poles in New England, their home life, their characteristics, the bright outlook for their future.
- SANFORD, A. H.  
Polish people of Portage County, Wis. Madison, State Historical Society, 1908.
- SHRIVER, W. P.  
Immigrant Forces: Factors in the New Democracy. New York, Missionary Education Movement, 1913.  
Polish rural communities, pp. 82-85.
- TITUS, E. K.  
The Pole in the land of the Puritan.  
New England Magazine, October, 1903, pp. 162-166.  
General characterization of the Poles in the Connecticut River valley, and of the American's antipathy toward them.
- TOMKIEWICZ, J. W. S.  
Polanders in Wisconsin, Madison, State Historical Society, 1901.
- UNITED STATES. *Immigration Commission*.  
Abstracts of reports of the commission. Washington, 1911.  
Contains history of Polish settlements in the United States and account of character of the Poles as farmers and present tendency toward agriculture.  
— Immigrants in industries: Recent immigrants in agriculture. Washington, 1911.
- WARNE, F. J.  
The Tide of Immigration. New York, Daniel Appleton & Co., 1916.  
Contains a very brief reference to agricultural Poles.
- WISCONSIN STATE HISTORICAL SOCIETY.  
Collections, Vol. 12. Madison, Wisconsin State Historical Society, 1892.

#### Factories

- ABBOTT, GRACE.  
The Immigrant and the Community. New York, Century Co., 1917.  
Discusses the employment of Polish girls in the cities of the United States, pp. 55-80.
- ALMY, F.  
Huddled Poles of Buffalo.  
Survey, February 4, 1911, pp. 767-771.

DANIELS, JOHN.

Americanizing eighty thousand Poles.

Survey, June 4, 1910, pp. 373-385.

An account of the Poles as an asset of Buffalo, N. Y., and their handicaps.

FAIRCHILD, H. P.

Immigration, pp. 233-273. New York, The Macmillan Co., 1913.

FOX, PAUL.

The Poles in America. New York, George H. Doran Co., 1922.

Discusses the Poles in industries, business, and professions; housing conditions; family and political life; and recreation.

GARRETT, L. B.

Notes on the Poles in Baltimore.

Charities and the Commons, December 3, 1904, pp. 235-239.

Tells what kind of work the Poles in Baltimore do.

HALL, P. F.

Immigration and its Effects upon the United States. New York, Henry Holt & Co., 1906.

IMMIGRANTS' PROTECTIVE LEAGUE.

Annual report, 1910-11. Chicago.

Work of Polish girls in Chicago, and some of the problems connected with their employment.

LEISERSON, W. M.

Adjusting Immigrant and Industry. New York, Harper & Bros., 1924.

Brief description of the Poles in their relation to factory life, pp. 38, 52, 66, 214.

PHILADELPHIA CHAMBER OF COMMERCE.

Americanization in Philadelphia. Philadelphia, 1923.

Facts about the Poles in Philadelphia, in tabular form.

POLES OF BUFFALO.

Survey, June 4, 1910, pp. 357, 358.

Gives briefly the financial and moral condition of the Polish children in Buffalo, N. Y.

RHS, J. A.

The Battle with the Slum. New York, The Macmillan Co., 1902.

"The blight of the double-decker," pp. 76-112, describes a Polish home in the tenement district of a great city.

WARNE, F. J.

The Immigrant Invasion. New York, Dodd, Mead & Co., 1913.

List of number of industries in which the Poles are displacing other races, pp. 165-180.

#### Mines

ROBERTS, PETER.

The new Pittsburghers: Slavs and kindred immigrants in Pittsburgh.

Charities and the Commons, January 2, 1909, pp. 533-552.

WARNE, F. J.

The Slav Invasion and the Mine Workers. Philadelphia, J. B. Lippincott Co., 1904.

— The Immigrant Invasion. New York, Dodd, Mead & Co., 1913.

Account of the Poles in the anthracite mining region and their standards of living, pp. 145-164.

WEYL, W. E.

Jan, the Polish miner.

Outlook, March 26, 1910, pp. 709-717.



## FACTORY INSPECTION

### Minnesota<sup>1</sup>

THE following is a summary of the work of the accident-prevention division of the Minnesota Industrial Commission in 1924 and 1925:

	1924	1925
Inspections-----	24, 531	32, 089
Orders for improvement of working conditions-----	9, 198	7, 986
Compliances with orders issued received-----	5, 464	4, 945

Toward the latter part of 1925 the inspectors from this division paid special attention to inspections of scaffolding, as accidents in this connection had increased considerably during that year, several of them resulting fatally. The division inspectors also gave particular attention to the manufacture and sale of unguarded farm machinery in an attempt to prohibit its use and thus eliminate a source of increasing hazard.

In 1925 the division of women and children made 2,713 regular inspections of establishments employing women and children and 3,385 special investigations in various sections of Minnesota on complaints received at the general offices of the industrial commission. The number of orders issued for compliance with labor provisions concerning women and children totaled 1,026. During the same 12 months 17 prosecutions were instituted, 11 being for willful violation of the hour law and 6 for the employers' failure to record, as required by law, the number of hours per day and days per week worked by women employees. There were convictions in 14 cases and in 3 instances sentences were suspended. The division agents visited 157 cities and villages outside the three largest cities of the State and while making regular investigations explained to employers the provisions of certain labor laws. The illegal employment of minors is reported as on the decrease but it is acknowledged that numerous technical violations of the child labor and compulsory education laws are to be found in the rural districts.

In 1925 over \$7,300 was secured for employees through the enforcement of order No. 12, regulating the wages of women and minors. In the previous year over \$10,400 was obtained through wage adjustments.

<sup>1</sup> Minnesota. Industrial Commission. Typewritten report received Jan. 14, 1926.

## WHAT STATE LABOR BUREAUS ARE DOING

**A**MONG the activities of State labor bureaus, the following, reported either directly by the bureaus themselves or through the medium of their printed reports, are noted in the present issue of the **MONTHLY LABOR REVIEW**:

*California.*—Volume of employment, page 118.

*Connecticut.*—Activities of public employment offices, page 116.

*Iowa.*—Placement work of public employment offices, page 116.

*Maryland.*—Volume of employment in the State, page 120.

*Massachusetts.*—New minimum wage order for candy factories, page 87; activities of public employment offices, page 116; and report of commission on old-age pensions, page 141.

*Minnesota.*—Factory inspection, page 199.

*New York.*—Volume of employment in the State, page 122.

*North Carolina.*—Report on child welfare and employment, page 85.

*Ohio.*—Placement work of public employment offices, page 117.

*Oklahoma.*—Activities of public employment offices, page 117; and volume of employment, page 123.

*Pennsylvania.*—Work of public employment offices, page 117; and report of operations under the State workmen's compensation act, page 144.

*Wisconsin.*—Activities of public employment offices, page 118; and changes in volume of employment, page 124.

## CURRENT NOTES OF INTEREST TO LABOR

### Results of Guaranty of Employment by One Firm

THE January 18, 1926, issue of the Industrial News Survey (New York) contains a statement from a large company which for the past two years has had in effect a system by which its employees are guaranteed 48 weeks' employment each year. The effect of this plan in reducing the labor turnover among its employees is stated by the company as follows:

Turnover of employees from all causes, avoidable and unavoidable, including deaths, illness, and marriage, is now below 1 per cent per month. With a constant working force of 6,500 we need to hire only about 65 new people a year. We guarantee 48 weeks' work in the calendar year. Actually we have exceeded 48 weeks of regular employment each year since we first went into plan of keeping business on an even scale.

### Appointment of Commission on Codification of Social Legislation in Denmark <sup>1</sup>

THE Social Ministry of Denmark in conjunction with the Ministry of the Interior has appointed a commission for the purpose of preparing a scheme of revision and codification of the social legislation of Denmark.

### Creation of Labor Department in Guatemala

A DEPARTMENT of labor has been established in Guatemala by a presidential decree (No. 909) of December 5, 1925, according to a report from the American vice consul at Guatemala City, dated December 31, 1925.

The new department will be under the department of public works and will have as its principal duties the protection of the working classes and the settlement of disputes between employers and workers.

### Creation of Commission on Unemployment in Sweden <sup>2</sup>

THE Swedish Social Ministry has appointed a commission of 15 experts to prepare a draft of unemployment insurance and other measures with which to combat unemployment.

<sup>1</sup> Dansk Arbejdsgiverforening. Arbejdsgiveren, Dec. 11, 1925, p. 400.

<sup>2</sup> Idem, Jan. 15, 1926, p. 14.



## PUBLICATIONS RELATING TO LABOR

### Official—United States

ILLINOIS (CHICAGO).—Department of Public Welfare. *Living conditions for small-wage earners in Chicago*, by Elizabeth A. Hughes. Chicago, 1925. 62 pp., illustrated.

A summary of the conditions found and reported on in this study is given on page 170 of the present issue of the MONTHLY LABOR REVIEW.

MASSACHUSETTS.—Commission on Pensions. *Report on old-age pensions*. Boston, 1925. 280 pp. Senate [document], No. 5.

A summary of the report and recommendations of the commission on pensions will be found on page 141 of this issue of the MONTHLY LABOR REVIEW.

NORTH CAROLINA.—Child Welfare Commission. *Biennial report, July 1, 1922-June 30, 1924*. Raleigh, 1925. 40 pp.

Some data from this report will be found on page 85 of this issue of the MONTHLY LABOR REVIEW.

PENNSYLVANIA.—Department of Labor and Industry. Bureau of Workmen's Compensation. *Annual report, 1925*. [Harrisburg, 1926.] 18 pp. (Minographed.)

A summary of this report is given on page 144 of the present number of the MONTHLY LABOR REVIEW.

— — — — — *Decisions of the Workmen's Compensation Board, January 1 to April 1, 1925*. Vol. x, No. 1. Harrisburg, 1925. viii, 146 pp.

The Department of Labor and Industry announces its purpose to print in quarterly publications the decisions of the workmen's compensation board construing and applying the compensation law of the State. The pamphlet noted covers the first quarter of 1925, and will be included in an annual volume covering the year. An index presents in analytical form the subject matter of the decisions and the sections of the statute construed.

WEST VIRGINIA.—Bureau of Labor. *Labor laws of West Virginia*. Charleston, 1926. 173 pp.

Presents all general statutes on the subject of labor to the end of the legislative session of 1925. "For the first time all our laws concerning labor are here brought together in convenient form for the use and information of the general public."

UNITED STATES.—Civil Service Commission. *Forty-second annual report, for the fiscal year ended June 30, 1925*. Washington, 1925. lxxiv, 168 pp.

— Department of Labor. Women's Bureau. *Bulletin No. 49: Women workers and family support*. Washington, 1925. 10 pp.

Some of the data of this bulletin are given on page 83 of this issue of the MONTHLY LABOR REVIEW.

— Department of the Interior. *Annual report of the Governor of Hawaii, for the fiscal year ended June 30, 1925*. Washington, 1925. iv, 122 pp.; map.

Contains brief discussion of such matters as labor conditions, immigration and labor, operation of home-loan funds, work of industrial accident boards, etc.

— Employees' Compensation Commission. *Ninth annual report, July 1, 1924, to June 30, 1925*. Washington, 1925. iii, 67 pp.

A summary of this report is given on page 145 of this issue of the MONTHLY LABOR REVIEW.

UNITED STATES.—Railroad Labor Board. *Report, April 15, 1920, to December 31, 1925, [and] previous legislation covering adjustment of railway labor disputes. [Chicago, 1926?]* 10 pp.

A brief summary of this report is given on page 184 of this issue of the MONTHLY LABOR REVIEW.

— Statistical Bureau. *Monthly and annual earnings and details of service of train and engine service employees, covering calendar year 1923, compiled from reports of 15 representative Class I carriers. Vol. 12: General index and recapitulation. Chicago, January, 1926. clxxv, 561 pp.*

— Tabulation of the daily rates of pay of clerical and station forces as of July 1, 1925, by distinctive classes and by sections of the board's decisions, and of the number of such employees who are allowed Saturday afternoons off when work permits. Vol. I: Southwestern territory. Chicago, January, 1926. xiii, 232 pp.

— Tariff Commission. *Broad-silk manufacture and the tariff. Washington, 1926. xvi, 461 pp.*

This report is written from the standpoint of the manufacturer's costs of production, with a view to ascertaining what the proper tariffs on imports should be. It does, however, contain sections on character and supply of labor in the United States and abroad, labor organizations, strikes, and hours of labor, and a chapter on wages. Much of the wage data were taken from publications of the United States Bureau of Labor Statistics.

### Official—Foreign Countries

AUSTRALIA (QUEENSLAND).—Insurance Office. *Ninth annual report, for the year ended June 30, 1925. Brisbane, 1925. 32 pp.*

The report in general shows a satisfactory condition of the various branches of insurance—workmen's compensation, life, accident, etc.—conducted by the Government. The ratio of administrative expenses to premium income has been reduced, the premium income has risen to £915,001 (pound at par=\$4.8665), and surplus funds of £310,000, apart from loans on mortgage and loans on life policies, have been invested at satisfactory rates of interest during the year.

The greater part of the report deals with workmen's compensation. During the year 1924–25, 13,527 industrial accidents were reported, an increase of 481 over those of the previous year; 12,277 claims were settled, of which 118 were claims in fatal cases. Compensation paid and estimated for the year amounted to £281,966, of which £45,012 was for fatal cases.

DENMARK.—[Socialministeriet.] Arbejds- og Fabriktilsynet. *Virksomhed i aarene 1923 og 24. Copenhagen, 1925. 36 pp.*

Report of the labor and factory inspection service of Denmark for the years 1923 and 1924.

— Sygekasseinspektoret. *Beretning for aaret 1924 om Statens Tilsyn med Sygekasser, Begravelseskasser m. v. Copenhagen, 1926. 68 pp.*

Report on operations of authorized sick funds in Denmark and on activities of the funeral funds in 1924.

— Statistiske Departement. *Husholdningsregnskaber for 1922. Copenhagen, 1925. 193 pp. Statistiske Meddelelser, 4 række, 69 bind, 5 hæfte.*

Report issued by the statistical department of Denmark on a cost of living study made in that country for the year 1922 based on 379 budget books kept for 1 year. The investigation is not limited to any one social class. It covers, however, over 45 skilled workers' families and 35 unskilled workers' families. Previous studies have been devoted wholly or principally to workers' families.

FRANCE.—Ministère du Travail de l'Hygiène de l'Assistance et de la Prévoyance Sociales. *Rapport sur l'application de la loi des retraites ouvrières et paysannes en 1921 et 1922.* Paris, 1924. 288 pp.

Report of the operation of the workers' and peasants' retirement law in France in 1921 and 1922.

GREAT BRITAIN.—India Office. *Statement exhibiting the moral and material progress of India during the year 1924-25.* London, 1925. xvii, 435 pp.: maps and charts.

Among the subjects discussed are labor conditions, wages and hours of labor, work of women and children, workmen's compensation, trade-unions, and the cooperative movement.

INDIA.—Department of Mines. *Report for the year ending December 31, 1924.* Calcutta, 1925. vi, 146 pp.

Some data from this report are given on page 27 of this issue of the MONTHLY LABOR REVIEW.

INTERNATIONAL LABOR CONFERENCE.—*Seventh session, Geneva, 1925.* Geneva, International Labor Office, 1925. Vols. I and II. lxxxix, 1450 pp.

An account of this session of the International Labor Conference was published in the MONTHLY LABOR REVIEW for August, 1925 (p. 184).

INTERNATIONAL LABOR OFFICE.—*International labor directory, 1925.* Part III: *Workers' organizations.* Geneva, [1925?]. vi, 184 pp.

NEW ZEALAND.—Census and Statistics Office. *Results of a census of the Dominion of New Zealand, taken for the night of April 17, 1921.* Part VIII: *Industries, occupations, and unemployment.* Wellington, 1925. 161 pp.

The figures show that 66.9 per cent of the male and 21.6 per cent of the female population were gainfully employed at the time the census was taken, women engaged in the care of their own households not being considered as employed persons. Among the men the largest group, 22.9 per cent, was engaged in production, and the next largest, 15.8 per cent, in industrial activities. Among the women the largest group, 5.5 per cent of the total female population, was engaged in domestic occupations, and the second largest, 3.7 per cent, in professional activities. Of the 128,651 gainfully employed girls and women, 42.8 per cent were under 25 years of age, 32.5 per cent were in the age group 25 to 44 years, and 24.5 per cent were 45 and over. Classified by conjugal condition, 70.1 per cent of the female breadwinners were single, 9.44 per cent married, 18.95 per cent widowed, 0.55 per cent divorced, and for 0.96 per cent no report was obtained.

— — — — — Part XIV: *Households.* Wellington, 1925. 32 pp.

Deals with the number and composition of households, occupations of the heads, numbers in households, tenure of dwelling, rent, number of breadwinners, and number of children. The average number of persons per household is 4.28, of children under 16 years old, 1.49, and of breadwinners, 1.74. In 40.7 per cent of the households there were no children under 16; in 19.7 per cent there was one, and in 15.5 per cent there were two under 16. Practically 30 per cent of the households were found in rented dwellings. The highest rent was found in the case of the households having only one child under 16, and as the number of children increased the average rent became smaller.

NORWAY.—[Departementet for Sociale Saker.] Arbeidsrådet og Fabrikktilsynet. *Årsberetninger, 1924.* Oslo, 1925. 61 pp.

Annual report of the labor council and the factory inspection service of Norway on their activities in the year 1924.



SWEDEN.—[Socialdepartementet.] Riksförsäkringsanstalten. [Berättelse] år 1924. Stockholm, 1925. 32 pp.

Report on activities of the State insurance institute (*Riksförsäkringsanstalten*) of Sweden in 1924, covering its operations in connection with the accident insurance law of 1916, and the accident compensation law of 1901, accident insurance for fishermen, life insurance in conjunction with home loans, etc.

— — — Socialstyrelsen. *Kroppsutvecklingen hos minderåriga industriarbetare i Sverige.* Stockholm, 1925. ix, 100 pp.

Report by the Swedish Social Board on the physical development of minors in industry in Sweden.

### Unofficial

AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE. *The Annals*, Vol. CXXIII, No. 212: *Industrial safety.* Edited by Richard H. Lansburgh, Secretary of Labor and Industry of Pennsylvania. Philadelphia, January, 1926. x, 239 pp.

This number of *The Annals* is summarized on page 131 of this issue of the MONTHLY LABOR REVIEW.

AMERICAN FEDERATION OF LABOR. Building Trades Department. *Report of proceedings of the nineteenth annual convention, held at Atlantic City, N. J., October 1-3, 1925.* [Washington, 1925?]. 111 pp.

Contains among other material various interesting decisions handed down by the National Board for Jurisdictional Awards in the Building Industry.

— Committee on Insurance. *Report: Union insurance.* Washington, 1925. 15 pp.

Contains the results of an investigation of life insurance which were submitted to the conference of national and international trade-unions held at Washington, D. C., July 21, 1925. This conference indorsed in substance the recommendations made in the committee's report for the organization and operation of a union labor life insurance company.

— Metal trades department. *Proceedings of the seventeenth annual convention, held at Atlantic City, N. J., September 30, October 1, 2, 1925.* [Washington, 1925?]. 57 pp.

Among the many subjects discussed at this meeting were: Metal trades workers in Government employment, local wage boards in navy yard districts, the Navy Departmental Wage Board of Review, jurisdictional disputes, prison labor, company organizations, individual contracts, the labor spy, selecting shop committees, difficulties in the way of unionizing workers in the automobile industry, and the International Metal Trades Federation.

AMERICAN MANAGEMENT ASSOCIATION. *Special paper No. 10: Personnel terminology: Definition of terms relating to personnel management.* New York, 20 Vesey Street, 1925. 32 pp.

AMERICAN RELATIONS WITH CHINA. *Report of the conference held at Johns Hopkins University, September 17-20, 1925.* Baltimore, Johns Hopkins Press, 1925. 198 pp.

A review of this report is published on page 20 of this issue of the MONTHLY LABOR REVIEW.

ANDREWS, BENJAMIN R. *The cost of going to college.* 13 pp. (Reprinted from the *Teachers' College Record*, New York, October, 1925.)

Contains budgets of students for various years as well as a review of the method of collecting cost figures at the various colleges and universities. A bibliography is appended.

AUB, JOSEPH C., AND OTHERS. *Lead poisoning. Baltimore, Williams and Wilkins Co., 1926. x, 265 pp. Medicine monographs, Vol. VII.*

In this volume the authors deal with the biological problems involved in lead poisoning. Modern methods of analysis for the detection and estimation of lead in organic material are described in the section on the chemical problems associated with lead poisoning, together with the channels of lead absorption, the distribution and storage of lead in the body, and factors influencing the rate of lead excretion. In the section on pathology the specific effect of lead on the various organs is reviewed, and in the part on physiology the effects of lead on blood and germ cells, the causes of lead line, lead colic, nervous reactions, and acute mental changes are given. In the last section there is a general clinical description and diagnosis of lead poisoning and a statement as to methods of treatment, while the last chapter is by Dr. Alice Hamilton on the prevalence of industrial lead poisoning in the United States. There is an extended bibliography.

BOYER, FRANÇOIS. *Des essais d'application du sursalaire familial et des caisses de compensation. Paris, Société Moderne d'Impression et d'Édition, 1925. 122 pp.*

In this thesis, submitted for a doctor's degree in political and economic science to the law faculty of the University of Paris, the author gives an account of the development of the family superwage system in France. He favors making these grants compulsory under the law for all industry, commerce, and agriculture.

[BROTHERHOOD OF PAINTERS, DECORATORS, AND PAPERHANGERS OF AMERICA.] *The story of a trip to Europe on behalf of the brotherhood, told by Philip Zausner, before the thirteenth general assembly, Montreal, September 7, 1925. New York, 1925. 36 pp.*

Some of the data in this report are given on page 26 of the present issue of the MONTHLY LABOR REVIEW.

BURNS, C. DELISLE. *The philosophy of labor. New York, Oxford University Press, American branch, [1925?]. 126 pp.*

The chapter on the worker's point of view is summarized in this issue of the MONTHLY LABOR REVIEW (p. 17).

CENTRALE DES COOPÉRATIVES DE PRODUCTION ET DE CONSOMMATION DE ROUMANIE. *Le mouvement coopératif de production et de consommation en Roumanie. Bucharest, 1925. 61 pp., folders, charts, illustrations.*

Certain information concerning the "central" or wholesale society which publishes this report will be given in a future issue of the MONTHLY LABOR REVIEW.

CRUM, WILLIAM LEONARD, AND PATTON, ALSON CURRIE. *An introduction to the methods of economic statistics. Chicago & New York, A. W. Shaw Co., 1925. xii, 493 pp.*

Prepared especially for students interested in the application of statistical methods to economic problems such as cost of living, determination of wages, formation of index numbers, etc.

ELDRIDGE, SEBA. *Political action, a naturalistic interpretation of the labor movement in relation to the State. Philadelphia, J. B. Lippincott Co., 1924. xviii, 382 pp.*

GOERRIG, FRANZ. *Das Arbeitsrecht in der Praxis. Eine Halbjahresschau. I. Band 1924. Munich and Berlin, R. Oldenbourg, 1925. 222 pp.*

A handbook on German labor legislation intended chiefly for the use of German employers. This handbook, which is to be published semiannually, contains a brief survey of labor legislation enacted during the last half year. In addition it discusses under 30 headings, in a manner easily understandable by the layman, the labor legislation now in force, with special consideration of those legal provisions which are of particular interest to employers.

INSTITUTE FOR GOVERNMENT RESEARCH. *The statistical work of the National Government, by Laurence F. Schmeckebier.* Baltimore, Johns Hopkins Press, 1925. xvi, 574 pp.

A complete presentation of what the Federal Government has done and is doing in the way of collecting and publishing information of a statistical character. Statistics in the labor field which are noted are given under the headings of Immigrants and emigrants, Occupations, Labor and wages, Women and children, Prices, and Foreign countries.

Apropos of a much-discussed subject the report states:

The reader of this book will probably be impressed by the number of separate Government organizations that issue statistical material, and will wonder whether economy and efficiency would not be secured by the centralization of the statistical work in one large organization. At various times proposals to this effect have been made and have been given serious consideration. It is the almost unanimous opinion of men experienced in governmental statistical work that a great consolidated statistical office will result in neither economy nor greater accuracy; in fact it is generally agreed that there will be less accuracy than under the present system. The collection of statistics involves much more than the mere tabulation of the figures on the separate schedules. The proper supervision of the collection of statistics must be exercised by a person who has a thorough knowledge of the subject matter and its ramifications. A person eminently qualified to collect statistics on minerals would probably be a failure in the field of lumber or leather. The preparation of the schedules, the visé of the returns, and the interpretation of the results are best done by men who are in constant and sympathetic touch with the industry or subject under investigation. In answer to the contention that a central bureau could build up a staff of experts along various lines, it may be said that statistical work alone in a purely statistical office does not offer sufficient inducement to attract the highest type of specialist. Such a man works at his best when he has the stimulus of an organization which is dealing with all phases of a particular subject.

LOYAL LEGION OF LOGGERS AND LUMBERMEN. *Tabulation of wages, 1925: Inland Empire division—Logging, and Lumber manufacturing; Pacific Coast division—Logging, Lumber manufacturing.* Portland, 500 Concord Building, January, 1926. 3 pamphlets.

Figures from these tabulations are given on page 66 of this issue of the MONTHLY LABOR REVIEW.

MANES, ALFRED, AND OTHERS. *Versicherungs-lexikon.* Berlin, E. S. Mittler & Son, 1924. 1526 pp. Zweite, völlig neu bearbeitete Auflage.

The second, greatly enlarged edition of an encyclopedia of insurance in all its branches. In its present form this encyclopedia was prepared by Prof. Alfred Manes, a recognized German authority on all matters relating to insurance and especially to social insurance, in collaboration with 45 theoreticians and practical insurance experts. It contains 500 articles grouped under 12 headings. First published in 1908, the work has now been brought up to date and is a valuable reference book. It is, moreover, said to be the only work of its kind in existence, several attempts by Englishmen and Americans to publish such an encyclopedia having been abandoned.

MÜLLER, HANS. *Geschichte der Internationalen Genossenschaftsbewegung.* Halberstadt, H. Meyer's Buchdruckerei, 1924. 276 pp. Soziale Organisationen der Gegenwart, Forschungen und Beiträge, No. 1.

The first of a series of scientific monographs on present-time social organizations. The author traces the history of the international cooperative movement. In this he has the advantage of his long research on the subject and his 14 years' connection with the International Cooperative Alliance, of which he was formerly secretary general. He traces the growth of the International Cooperative Alliance from the time of its first congress at London (1895) up to the congress at Basel in 1921; discusses the activities of the Alliance before the war; and treats of the international cooperative movement during and after the war.



NATIONAL CONFERENCE OF SOCIAL WORK. *Proceedings at the fifty-second annual session, held in Denver, Colo., June 10-17, 1925.* Chicago, University of Chicago Press, 1925. vii, 733 pp.

Among the subjects in the labor field discussed in the conference were developments in industrial relations, the problem of the handicapped worker, old-age insurance, the labor college movement, immigrants and their problems, naturalization, etc.

NATIONAL CONSUMERS' LEAGUE. *The Supreme Court and minimum wage legislation.* New York, New Republic (Inc.), 1925. xxviii, 287 pp.

This volume is a collection of comments by members of the legal profession on the case, *Adkins v. Children's Hospital*, 261 U. S. 525, 43 Sup. Ct. 394. There is also an appendix presenting the text of the decision and the dissenting opinions. With the exception of the introduction by Dean Roscoe Pound of the Law School of Harvard University, the articles are reprints from various law journals or other publications of a social and economic nature. An index enables reference to be made to the various persons referred to, illustrative cases cited, or points involved in the discussions.

NATIONAL INDUSTRIAL CONFERENCE BOARD (INC.). *Employee magazines in the United States.* New York, 247 Park Avenue, 1925. x, 86 pp.

A measurement of the degree of success of the employee magazine in providing something of the personal working relationship of earlier days is afforded by this study of the experience of business organizations in the publication of such papers. The study shows the development of employee magazines, discusses their functions and the elements necessary for success, and gives, also, an analysis of the physical make-up and contents of 490 of these publications. The last chapter contains suggestions for increasing their effectiveness. A list of 539 companies publishing employee magazines, giving the name of the publication, the approximate size, and the frequency of publication is appended.

NATIONAL SAFETY COUNCIL. *Proceedings of the fourteenth annual safety congress, held at Cleveland, Ohio, September 28 to October 2, 1925.* Part I: *Industrial and general sessions.* Part II: *Public safety sessions.* Chicago, [1926?]. 1154 and 164 pp.

The proceedings of this meeting were reviewed in the November, 1925, issue of the MONTHLY LABOR REVIEW (pp. 178-180).

NEWSHOLME, SIR ARTHUR. *The Ministry of Health.* London, G. P. Putnam's Sons (Ltd.), 1925. [10], 271 pp.

The writer (who was the principal medical officer of the Local Government Board of England and Wales for the years 1908 to 1919, at which time it was merged in the Ministry of Health) gives an account of the development of public health services of England, the functions of the various health authorities, and the system of poor relief.

NORTHERN STATES COOPERATIVE LEAGUE. *Yearbook, 1925.* Minneapolis, 2108 Washington Avenue North, 1925. 112 pp.

Contains reports of the league and of its constituent societies for 1924 and articles by such well-known cooperators as James P. Warbasse, Albert Sonnichsen, Edward Solem, V. S. Alanne, Cedric Long, and A. W. Warinner.

RICHARDS, CHARLES R. *The industrial museum.* New York, Macmillan Co., 1925. x, 117 pp. *Illus.*

The first of two studies of industrial museums and museums of industrial art abroad established for the educational purpose of showing the processes of production underlying the daily life. This study covers the museums at Paris, London, Munich, and Vienna, and gives some suggestions for the establishment of similar museums in the United States. There are several appendixes, the first of which describes briefly certain special museums.

SILVERMAN, H. A. *The economics of social problems: An introduction to social economics.* London, University Tutorial Press (Ltd.), 1925. xi, 426 pp.

Intended as a presentation, in nontechnical terms, of the economic aspects of every-day social conditions. The subjects covered include investigations into poverty; wages of labor (including labor supply, wage theories, standard of living, minimum wage, and the payment of wages); hours of efficiency; women's work and wages; the trade-union movement; industrial unrest; the cooperative movement; the causes of unemployment; prevention and relief of unemployment; charity and the poor law; social insurance; and housing. Appendixes give extracts from official reports on the operations of the trade boards acts, men's and women's wages, joint industrial councils, work of employment exchanges, and unemployment insurance. A bibliography is also given.

WILLIAMS, WHITING. *Mainsprings of men.* New York, etc., Chas. Scribner's Sons, 1925. viii, 313 pp.

The end impressions gathered in the course of several years of "over-all" experience in a number of industries undertaken in a desire to study the workers' minds by doing their jobs and living their lives. In the report the "case" method of presentation is used.

WOOD, THOMAS D., AND BROWNELL, CLIFFORD L. *Source book in health and physical education.* New York, Macmillan Co., 1925. xi, 590 pp.

A collection of source materials on health and physical education covering such subjects as educational and social aims and objectives; physiologic, psychological, and hygienic values; ethical and character values; and race progress.

WORKMEN'S COMPENSATION PUBLICITY BUREAU. *Digest of workmen's compensation laws in the United States and Territories, with annotations.* New York, 80 Maiden Lane, 1925. 464 pp., map. Ninth edition, revised to December 1, 1925. .

As the title indicates, this volume is a digest of existing compensation legislation revised to December 1, 1925. The principal features of all laws are set out under 42 uniform headings, enabling a prompt and rapid comparison of the laws of the different jurisdictions, and ready reference to any item presented. Fairly full annotations are also given and a directory of administrative commissions, boards, etc., making the volume a very convenient handbook of reference unique in its field.

